

UPDATE

www.aala.us

Week of March 19, 2018

WORKED TO DEATH

By now, we have all heard about the principal in Australia who was found dead at her desk on a Sunday evening last month. We know that it is not uncommon for administrators to work on the weekend and late into the evenings, so **Trish Antulov's** husband was not alarmed when the evening arrived and she was still not at home. However, by 10:00 p.m., after several unanswered phone calls, he went to the school and found that his wife had died at her desk. Mr. Antulov said Trish worked long hours and "... she just didn't have time to look after herself properly. She was under a lot of stress and terrible pressure just to be successful in her job." According to one study in Australia, 53 per cent of their principals worked more than 56 hours per week and 27 per cent worked more than 61 to 65 hours per week.

While this occurred in Australia, the same sentiments can be echoed right here in the United States. Many of us remember when one of our colleagues in a middle school passed away at his desk in the 1980s and the stress level has only increased since then. The unreasonable workload, with the myriad programs, compliance issues, court decrees, revolving door of senior leadership, overcrowding, budget cuts, curriculum changes, demographic changes, economic upheaval, etc., have all contributed to increased job demands resulting in heightened stress levels for administrators.

AALA continues to confront the District about the untenable and unsustainable working conditions that our members face, leading them to feel like they are under siege, experiencing burnout, stress, sleep disorders, depression, and other health impairments. Below are two letters received from administrators about their working conditions.

"I have been a principal for a few years and in that short time my workload seems to have doubled. Every year it increases, such that I am working many Saturdays and late into the evening just to remain 'compliant' with the myriad certifications required of me. The reality is most of this work has to be done during times when the students are not present...The other reality is I find myself anxious, depressed, unyieldingly tired, and unable to unwind or "step away" from work during my off time since I am so overburdened. The job right now is almost untenable..."

"I just wanted to email in high hopes that there is some talk about giving elementary principals some support at the school site. Even 2 days of an AP can help. We are drowning and could use some help...I work Saturday school and I am still struggling to keep it together...We need to put the money where the need is."

One month ago, in the February 19, 2018, edition of *Update*, we issued a Call to Action, indicating the current status of AALA administrators as being *under siege, physically exhausted, and ...emotionally strained to the point of experiencing post-traumatic stress syndrome from the demands and pressures*

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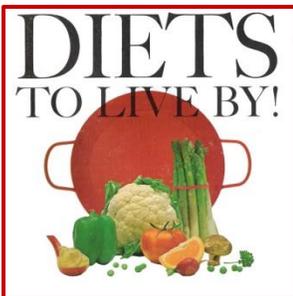
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imposed upon them. We demand that the District take some action now to adequately resource schools and offices and ease the appalling and unsustainable working conditions so we do not have another administrator passing away at the desk.

**HEALTH BENEFITS FAQ—
CONFUSED ABOUT DIETS?**



For the eighth year in a row, *U.S. News and World Report* has enlisted a panel of nationally recognized health experts to evaluate and rank a variety of diets, based on their end goal. Diet categories include best overall diets, commercial diets, and diets for healthy eating, weight loss, diabetes control, heart disease prevention, plant-based, and easy-to-follow diets. To receive a top ranking, a diet had to be safe, nutritious, easy to follow, effective for weight loss, and effective against heart disease and diabetes. Forty diets were evaluated. Below are a few of the 2018 results, with the top three diets in each of the following categories:

Best Overall Diet		Diet Goal
1 (tie)	DASH Diet	Preventing hypertension
1 (tie)	Mediterranean	Healthy
3	Flexitarian	Flexible, mostly vegetarian
Best Commercial		
1	Weight Watchers	Make healthy choices (points)
2	Jenny Craig	Prepackaged meal plan
3 (tie)	Flat Belly	Plant-based fats, fruits, veggies, legumes, grains, olive oil, fish
3 (tie)	Nutritarian	Nutrient-rich dense salads as main meal, nuts, fruit
Best Weight-Loss		
1	Weight Watchers	Fast weight loss, behavior change
2	Volumetrics	Low calorie, filling foods
3 (tie)	Jenny Craig	Packaged meals plus exercise and counseling
3 (tie)	Vegan	Avoid all meats, eggs, and dairy
Best Fast Weight-Loss		
1 (tie)	HMR Program	Replace meals with HMR shakes, bars, cereal, and entrees
1 (tie)	Weight Watchers	“SmartPoints,” lose up to 2 pounds per week
3 (tie)	Biggest Loser	6 weeks calorie-controlled healthy foods and regular exercise
3 (tie)	Medifast	Eat 5 Medifast meal replacements and 1 meal you prepare daily

Don't see your diet? Click [HERE](#) for the complete list.



Van Nuys High School (**Yolanda Gardea**, Principal) took second place in the Los Angeles County Science Olympiad, earning them the right to proceed to the state competition for the third time in five years. The competition, held at Antelope Valley College, focused on different elements of science, technology, engineering, and math. Each of the team's fifteen members won a medal in at least one event. Congratulations to the team, its coach, and the entire school community.

WAYS UNIONS BENEFIT EMPLOYEES

Because there is strength in numbers, it is well documented that union membership benefits workers. Unions are better able to negotiate for improved working conditions, wages, and benefits. A recent report from the Economic Policy Institute indicated that not only do unions improve the wages of their members, but also the wages, standards, and working conditions of nonunionized workers as employers try to remain competitive. However, unions have been under attack from big business, corporate America, and conservatives for many years. The ability for workers to join together to bargain for higher wages and better working conditions has been severely undermined, one result of which is the proliferation of "right to work" laws that are in place in 28 states. The decision in the **Janus** case that is currently before the U.S. Supreme Court will have a major impact on the strength and future of unions in this country. Therefore, it is important to look at the ways union membership benefits employees. The categories below are from the website of the United Workers Union of America/AFL-CIO, www.uwua.net. It indicates eight ways that unions and union membership benefit workers and the economy.

A Stronger Middle Class

Research has shown that when union membership falls, the middle class shrinks. Union membership has steadily decreased in the last thirty years and so has the size of the middle class. When unions are able to negotiate fair wages, workers and their families profit, earning about 27% more than nonunion members.

A Stronger Economy

When union negotiations improve wages, purchasing power increases, driving growth in the economy. When workers have better income and benefits, they are healthier, happier, and freer to contribute to economic growth in a number of ways.

Opportunities for Members' Children

Children of union members go on to earn an average of 16% higher incomes than their parents. More children of union members pursue higher education than their peers who have nonunion parents, especially when the parents did not attend college themselves. Even just growing up in a region with higher rates of unionization leads to better outcomes for children, such as better health.

Economic Growth for All

Economic inequality has been linked to declining union membership. The International Monetary Fund concluded that countries with higher rates of union membership have less inequality and less poverty. In the United States, unions advocate for more tax equality, stronger Social Security and Medicare, and improved public education.

BENEFITS OF UNIONS (Cont.)

Reversing Income Inequality

The decline in union membership in the U.S. took place at the same time as a massive increase in income inequality and economists have acknowledged a direct correlation between the two.

Happier, Healthier Communities

The improved incomes of union workers mean more money moving through the local economy and unions tend to advocate for better schools and public services. Seventy-nine percent of union members receive health benefits as part of their compensation from their employers, compared to only 49% of nonunion members. In addition, 83% of unionized employees receive sick leave, while only 62% of nonrepresented employees do so.

Less Government Dependency

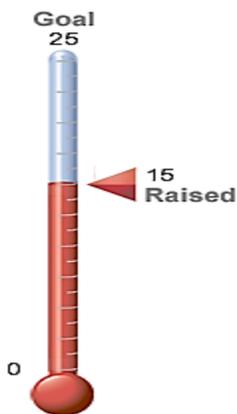
Higher wages mean less dependency on government programs such as Medicaid and food stamps.

Safer, More Productive Workers

Studies show that when labor costs more, employers will invest more in training and equipment, which improves workplace morale and boosts productivity.

AALA SCHOLARSHIP RECIPIENT IS NOW A TEACHER

We recently received a letter from **Oluwakemi Mustapha**, a 2004 graduate of Washington Preparatory High School who received a scholarship from Friends of AALA.



In 2004, I graduated from Washington Prep High School in South L.A. with dreams of becoming a teacher. A month later, I started at University of California, Berkeley. AALA was one of many organizations that provided me with a scholarship to attend and graduate from the number one public university in the nation, debt-free. Since graduating from UC Berkeley in 2008, I earned a Masters degree in Early Childhood and Special Education, and began my career as a teacher. I am currently in my ninth year of teaching. I have spent the last 2 and a half years teaching TK and kindergarten within LAUSD [42nd St Elementary School], and I am an Educational Leadership doctoral student. I am grateful for the monetary investments that organizations like AALA made in me and I aspire to do the same one day.

There is no better validation of the need for and the benefits of the Friends of AALA scholarship program than the above letter. We are pleased that Ms. Mustapha will be joining us at the 2018 Scholarship and Community Awards Banquet in May when we plan to award \$2000 each to twenty-five graduating seniors. However, we are still short of our goal. Won't you help us raise the funds to further the education of deserving students and perhaps provide more teachers for LAUSD? Active and retired members can make a one-time donation via PayPal by clicking [HERE](#). Active members also have the option of joining the AALA Angels and making a monthly \$5, or more, donation to the scholarship fund. Simply click [HERE](#) to complete the necessary paperwork. Checks payable to Friends of AALA can be mailed to the AALA office at 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026. If you wish to donate by credit card, please call **Gloria Souquette** in the AALA office at 213.484.2226. All donations are 100% tax deductible.

RESOURCES FOR DETERRING MARIJUANA USE

The California Department of Education is providing resources to assist educators, students, and parents in the prevention and intervention of marijuana use. Since Proposition 64 legalized the recreational use of marijuana by adults 21 and older, the CDE felt the need to remind school communities of the detrimental effects of cannabis, particularly as it relates to the developing brain of children. The new law does not affect the existing Education Code prohibitions on marijuana use by Pre-K through grade 12 students. They cannot use, possess, sell, or be under the influence on a school campus or at a school activity. **Tom Torlakson**, Superintendent of Public Instruction, said, "...we need to be even more vigilant in making certain school-aged children understand the importance of making healthy decisions. We are committed to making sure that new resources will effectively support schools, families, and communities in this charge." The CDE has set up a webpage, *Adult Use of Marijuana Act*, www.cde.ca.gov/ls/he/au, that provides information about the law and the effects of marijuana use, as well as prevention and intervention strategies.



Proposition 64 places a tax on marijuana and it is anticipated that some of these funds will go to the CDE to promote health, education, and drug prevention. In addition, the law prohibits advertising aimed at children or within 1,000 feet of a school, day care center, or youth center. Marijuana businesses cannot be located within 600 feet of those sites either and no one under 21 can work there or be on the premises.

PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT BRANCH

- **Conduct EDS Growth Plan Visit**
Please conduct the Educator Development and Support: Teachers (EDST) and Educator Growth and Development: Non-Classroom Teachers (EDSNCT) growth plan visit by **March 16, 2018**. The growth plan visit is an opportunity for the administrator to provide feedback to teachers, coaches, and coordinators on the growth objective identified in the initial planning sheet. The growth plan visit is not rated and may be scheduled or unscheduled. For more detailed information on the Growth Plan Visit, please review the 2017-2018 EDS Protocols in the *Resources* tab in MyPGS.
- **EDST and EDSNCT Final Evaluation Report and Resources Available March 23**
The final evaluation report for teachers being evaluated using Educator Development and Support: Teachers (EDST) and Educator Development and Support: Non-Classroom Teachers (EDSNCT) will be available in MyPGS on Friday, March 23. The deadline to issue the EDST and EDSNCT final evaluation report is **May 8, 2018**, for single-track schools. The deadline is May 30, 2018 for Early Education Centers. To support the completion of the EDST and EDSNCT final evaluation reports, an administrator handbook and video tutorials (for administrators and teachers) will be available in the *Resources* tab in MyPGS.

If you have any questions, please contact your [Teaching and Learning Coordinator](#) or **Jolene Chavira**, Professional Learning and Leadership Development, at 213.241.3444.

**DATE EXTENDED: WOMEN IN LEADERSHIP SUMMIT 2018
CALL FOR PROPOSALS**

ACSA Region 16 has issued a call for proposals for the second annual Women in Leadership Summit. The summit promises to be a premier networking and educational experience designed to engage, enlighten, and empower women education leaders from across the District and in other local ACSA Regions. This year's theme is **imPACT: Inspiration, Mindfulness, Purpose, Attitude, Courage, and Talent**. Join us on May 19 at CSUDH. Submissions should resonate with the imPACT theme and connect with audiences that may include aspiring, advancing, and advancing and beyond leaders. The deadline for proposals has been extended to Tuesday, April 3, 2018, to ensure the greatest diversity of offerings on the day of the event and only a few slots remain. Click on the following link to submit your proposal: <https://tinyurl.com/WILS-2018>.

Help a child become a proficient reader and foster a love of reading with LA's BEST After School Enrichment Program! This literacy program is an affiliate program of AARP Foundation Experience Corps.

We're looking for volunteers, age 50 and older, to tutor K-3 students in small groups during after school hours. Volunteers receive ongoing training, mentorship, coaching and peer support as part of AARP Foundation's award-winning Experience Corps program.



AARP Foundation

For more information, please contact:

Christine Posadas, LA's BEST AARP Coordinator
213.745.1900 x 52961 • christinep@lasbest.lausd.net

SAVE THE DATE

CMAA's annual conference, which will focus on supporting administrators in completing their tier 2 credential requirements and with their formal observations, will be held on Saturday, April 21, 2018, at Fremont High School. More information and registration will be available by the end of March.

Associated Administrators of Los Angeles

CALENDAR

EVENT	DATE	CONTACT
MARCH IS NATIONAL AMERICAN RED CROSS, ARTS EDUCATION, MIDDLE LEVEL EDUCATION, MULTIPLE SCLEROSIS AWARENESS, MUSIC IN SCHOOL, NUTRITION, SCHOOL SOCIAL WORKER, AND WOMEN'S HISTORY MONTH		
Senior High School Options Principals' Meeting at Newmark HS	March 21, 2018 7:30 a.m. – 12:00 p.m.	Rob Eiseman , 818.394.3980 or reiseman@lausd.net
COBA Meeting at Crenshaw HS Library	March 21, 2018 5:30 p.m. – 7:30 p.m.	Josephine Ruffin , 323.496.7533 or josephineruffin@sbcglobal.net
APSCSO Meeting at Drew MS (Required)	March 22, 2018 8:00 – 11:30 a.m.	Danny Kindle , dlk4931@lausd.net
CalSTRS Preretirement Workshop at Eagle Rock HS, Student Dining Room	March 22, 2018 4:00 p.m.	Maria Voigt , 213.241.6365 or click HERE to register
SPRING RECESS	March 26 – 30, 2018	
CESAR CHAVEZ BIRTHDAY OBSERVED	April 2, 2018	
APRIL IS ASIAN PACIFIC ISLANDER HERITAGE, AUTISM AWARENESS, FINANCIAL LITERACY, JAZZ APPRECIATION, MATHEMATICS AWARENESS, MILITARY CHILD, NATIONAL BILINGUAL/MULTILINGUAL LEARNER ADVOCACY, NATIONAL CHILD ABUSE PREVENTION, NATIONAL POETRY, PARKINSON AWARENESS, PUBLIC SCHOOLS, SEXUAL ASSAULT AWARENESS, STRESS AWARENESS, AND YOUNG CHILD MONTH		
Senior High School Principals' Meeting at TBD	April 4, 2018 7:30 a.m. – 12:00 p.m.	Edward Trimis , 323.357.7531 or etrimis@lausd.net
Middle School Principals' Meeting at TBD	April 4, 2018 7:30 a.m. – 12:00 p.m.	Dr. L. Gail Garrett , 323.541.1800 or lgarrett@lausd.net
Special Education Principals' Meeting at Beaudry, 17-117	April 4, 2018 8:00 a.m. – 4:30 p.m.	Melissa Winters , 213.749.8310 or mrw4766@lausd.net
Chicano Youth Leadership Conference at Camp Hess Kramer	April 6 – 8, 2018	Myrna Brutti , 310.354.3417
ADULT EDUCATION WEEK	April 8 – 14, 2018	
Adult School Principals' Meeting at East L.A. Skills Center (Required)	April 13, 2018 8:00 a.m. – 3:00 p.m.	Dr. Clifton de Córdoba , 310.664.5820 or cdecordo@lausd.net
COBA Black Child Conference and Scholarship Luncheon at Sheraton Gateway Airport Hotel	April 14, 2018 7:00 a.m. – 3:00 p.m.	Josephine Ruffin , 323.496.7533 or josephineruffin@sbcglobal.net
NATIONAL ENVIRONMENTAL EDUCATION & PUBLIC SCHOOL VOLUNTEER WEEK	April 16 – 22, 2018	



MICHAEL D. EISNER
COLLEGE OF EDUCATION

**Advancement Opportunities:
Want to Become a K-12 Administrator?**

The Department of Educational Leadership & Policy Studies, California State University, Northridge is pleased to announce the next cohorts of its program for the attainment of the Preliminary Administrative Services Credential (Tier I) and Masters' Degree in Educational Administration starting FALL 2018. Classes begin the week of August 27, 2018.

**Please Join Us at One of Our Upcoming Informational Meetings
ENROLL NOW!!**

Cohorts with 16-18 Students Will Open in August, 2018

SAN FERNANDO VALLEY

- ***El Camino Real Charter High School***, 5440 Valley Circle Blvd., Woodland Hills
Info Meeting: Monday April 16, 2018, 4:00 p.m. in the Principal's Conference Room
- ***LAUSD LD Northwest Administrative Office***, 6621 Balboa Blvd., Lake Balboa
Info Meetings: Thursday, April 12, 2018, 4:00 p.m., in Conference South (behind the Local District Office) and Thursday, April 19, 2018, 4:00 p.m., in Conference Room K (adjacent to front parking lot)
- ***California State University, Northridge (CSUN)***, 18111 Nordhoff St., Northridge
Info Meetings: Please contact **Dr. Jody Dunlap** or **Ricardo Sosapavon** in the ELPS Office, 818.677.2591

WEST LOS ANGELES

- ***John Burroughs Middle School***, 600 S. McCadden Pl., Los Angeles
Info Meetings: Wednesday, April 4, 2018 at 4:00 p.m., and Wednesday, April 11, 2018 at 4:00 p.m., in Room 127 (turn into school driveway off 6th St., parking adjacent to meeting room)
- ***Orville Wright Middle School STEAM Magnet***, 6550 W. 80TH St., Los Angeles
Info Meetings: Thursday, April 5, 2018, 4:00 p.m., and Wednesday, April 18, 2018, 4:00 p.m., in the Library

LOS ANGELES

- ***LAUSD LD East Administrative Office***, 2151 N. Soto St., Los Angeles
Info Meetings: Please contact **Ricardo Sosapavon** in the ELPS Office, 818.677.2591

SANTA CLARITA

- ***William S. Hart High School District***, 21380 Centre Pointe Parkway, Santa Clarita
Info Meetings: Please contact **Dr. Jody Dunlap** or **Dr. Ellen Edeburn** in the ELPS Office, 818.677.2591

GLENDALE

- ***Glendale Unified School District Office***, 223 N. Jackson St., Glendale
Info Meeting: Thursday, March 29, 2018, 4:30 p.m., in the Board Room

Public, Private, and Charter School Educators are All Welcome!

Please visit our website at <http://www.csun.edu/education/elps>. For additional information, please email jody.dunlap@csun.edu or ricardo.sosapavon@csun.edu or call the ELPS Office at CSUN 818.677.2591.

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

ASSISTANT PRINCIPAL, SECONDARY

Stephen White Middle School, Local District South, MST 40G, B Basis. For more information, contact **Veronica Aragon**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Friday, March 23, 2018.

COORDINATOR

Student Testing Branch, Office of Data and Accountability, MST 39G, Temporary Adviser, A Basis. For more information, contact **Edwin Guerra** at edwin.guerra@lausd.net. Application deadline is 5:00 p.m., Thursday, March 22, 2018.

FIELD COORDINATOR

Pupil Services and Attendance, Division of Student Health and Human Services, MST 39G, Temporary Adviser, E Basis. For more information, contact **Dr. Michelle Castelo Alferes**, Director, at 213.241.3840. Application deadline is 5:00 p.m., Tuesday, March 27, 2018.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, SECONDARY</i> MST 47G, E Basis	Venice HS, Local District West	Rose Hindinger , Director, 310.914.2107 or rhinding@lausd.net	5:00 p.m. Friday March 16, 2018
<i>PRINCIPAL, ADULT</i> MST 44G, E Basis	Los Angeles Technology Center, DACE	Alonzo Cienfuegos , Coordinator, 213.241.4953	5:00 p.m. Friday March 16, 2018
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>AREA FACILITIES SERVICES DIRECTOR</i> \$101,800 - \$126,100, 12-month position	Maintenance and Operations Branch, FSD	Click HERE	Friday March 16, 2018
<i>CLAIMS COORDINATOR</i> \$85,000 - \$105,800, 10-, 11-, or 12-month position, two vacancies	Risk Mgmt.& Insurance Services	Click HERE	Monday March 19, 2018
<i>OPEN DATA OFFICER</i> \$99,200 - \$123,600, 12-month position.	Office of Data & Accountability		Tuesday March 27, 2018

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>CHIEF PROCUREMENT OFFICER</i> \$159,600 - \$198,800, 12-month position	Procurement Services Division	Click HERE	When Filled
<i>DIRECTOR OF ACCOUNTING</i> \$114,912 - \$142,344, 12-month position	Accounting & Disbursements Division	Click HERE	When Filled
<i>FLEET MAINTENANCE MANAGER</i> \$93,000 - \$115,800, 12-month position	Transportation Services Division	Click HERE	When Filled