

UPDATE

www.aala.us

Week of November 19, 2018

WE ARE THANKFUL

As we approach Thanksgiving Day and all that it represents for the country, let us reflect on the many things within our educational system for which we are thankful. Granted, life in the LAUSD has been anything but easy since the Great Recession of 2008, yet the District has continued to provide what some call Statue of Liberty schools where “We are One,” by serving all students regardless of gender, ethnicity, race, religion, disability, or economic background. We should celebrate its successes, even as we challenge the status quo and push ourselves to better serve our students and community. In the spirit of the season, we have listed some things for which we, at AALA, are thankful:

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POSITIONS

1. Our members, classified and certificated, have continued to answer the call every day, remained collegial and optimistic, while struggling with daily media criticism, disrespect, autocracy, poor planning, and questionable decisions. This year, especially, in the face of incredible forces wanting to diminish our social capital, we have stood *united* and *strong*.
2. Some senior District leaders and Board Members continue valuing the daily contributions and sacrifices AALA frontline managers make on behalf of every student we serve. Our association is thankful for our bargaining team, the Office of Labor Relations, and the Board of Education – together, we achieved a certificated successor agreement through 2020. The AALA Unit J Team is looking forward to our upcoming negotiations and a successful tentative agreement for ratification sooner rather than later.
3. The CalSTRS and CalPERS retirement systems remain the strongest in the nation.
4. AALA-endorsed candidate for State Superintendent of Public Instruction, **Tony Thurmond**, seems well on his way to victory.
5. Friends of AALA have received outstanding support from friends and colleagues, allowing our nonprofit entity to annually award over \$50,000 in scholarships to LAUSD students. This year, we are beyond grateful to our 200 *plus* AALA Angels who are contributing \$5.00, or more, a month from their payroll warrants. Friends of AALA is on schedule to once again award 25 or more \$2,000 scholarships to deserving seniors from the Class of 2019. Active members, will you not consider becoming an AALA Angel too? (Click [HERE](#).)
6. We are in a profession that was once referred to by **Nelson Mandela** as *the most powerful weapon which you can use to change the world*.
7. Our work with the day-to-day challenges of running a school or an office that supports the work of schools provides opportunities that millions of children around the world do not get.
8. LAUSD unions, including AALA, have ensured that health benefits continue to be provided to employees through 2020, without a reduction in services. As a matter of fact, this year, the Health Benefits Committee has negotiated a more robust health care plan for active employees and retirees, while saving millions of dollars and without making a significant dent in the District’s other postemployment benefits. We can be sure the Health Benefits Committee would appreciate the District’s acknowledgment of this achievement through a much-deserved press

THANKFUL (Cont.)

release. In the meantime, let us settle for the District moving towards a growth mindset, and away from “fiscal cliffs” and deficit thinking.

9. We are making a positive difference in the life of a child every day.

WHAT WILL MATTER

Ready or not, some day it will all come to an end.
There will be no more sunrises, no minutes, hours, or days.
All the things you collected, whether treasured or forgotten, will pass to someone else.
Your wealth, fame, and temporal power will shrivel to irrelevance.
It will not matter what you owned or what you were owed.
Your grudges, resentments, frustrations, and jealousies will finally disappear.
So too, your hopes, ambitions, plans, and to-do lists will expire.
The wins and losses that once seemed so important will fade away.
It won't matter where you came from or what side of the tracks you lived on at the end.
It won't matter whether you were beautiful or brilliant.
Even your gender and skin color will be irrelevant.
So what will matter? How will the value of your days be measured?
What will matter is not what you bought but what you built,
Not what you got but what you gave.
What will matter is not your success but your significance.
What will matter is not what you learned but what you taught.
What will matter is every act of integrity, compassion, courage, or sacrifice that enriched,
Empowered, or encouraged others to emulate your example.
What will matter is not your competence but your character.
What will matter is not how many people you knew,
But how many will feel a lasting loss when you're gone.
What will matter is not your memories but the memories of those who loved you.
What will matter is how long you will be remembered, by whom, and for what.
Living a life that matters doesn't happen by accident.
It's not a matter of circumstance but of choice.
Choose to live a life that matters.

By Michael Josephson

**THANK YOU, AALA MEMBERS, FOR CHOOSING TO LIVE A LIFE
THAT MATTERS! WE WISH YOU ALL A RELAXING AND
ENJOYABLE HOLIDAY!**



**HEALTH BENEFITS FAQs—
 MEDICARE PART B PREMIUMS FOR RETIREES
 WILL INCREASE SLIGHTLY IN 2019**

The basic monthly premium that District retirees enrolled in Medicare Part B will pay in 2019 is \$135.50, an increase of \$1.50 from \$134 in 2018. Since 2007, the basic Part B monthly premium has been increased by an income-related monthly adjustment amount (IRMAA). The premium amounts for 2019 with the IRMAA, shown in the table below, are based on income reported on your 2017 tax return.

TAX FILING STATUS	INCOME	INCOME-RELATED MONTHLY ADJUSTMENT	TOTAL MONTHLY PREMIUM FOR MEDICARE PART B
Individual	\$85,000 or less	\$0.00	\$135.50
	Above \$85,000 – \$107,000	\$54.10	\$189.60
	Above \$107,000 – \$133,500	\$135.40	\$270.90
	Above \$133,500 – \$160,000	\$216.70	\$352.20
	Above \$160,000 - \$500,000	\$297.90	\$433.40
	Above \$500,000	\$325.00	\$460.50
Married, filing jointly	\$170,000 or less	\$0.00	\$135.50
	Above \$170,000 – \$214,000	\$54.10	\$189.60
	Above \$214,000 – \$267,000	\$135.40	\$270.90
	Above \$267,000 – \$320,000	\$216.70	\$352.20
	Above \$320,000 – \$750,000	\$297.90	\$433.40
	Above \$750,000	\$325.00	\$460.50
Married, filing separately	\$85,000 or less	\$0.00	\$135.50
	Greater than \$85,000 and less than \$415,000	\$297.90	\$433.40
	\$415,000 and above	\$325.00	\$460.50

In addition to Medicare Part B, eligible retirees must pay a Part D income-related monthly adjustment amount (IRMAA), which we have been advised will be reduced by 5% for 2019. However, the payment scale is not available as yet. Please be advised that District Medicare retirees do not (and must not) pay the Part D basic premium, only the IRMAA amount, which is billed directly to you by Medicare.

ADOLESCENT MENTAL HEALTH

Mental health is an important part of overall health and well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood. Mental illnesses are disorders of brain function that can result from complex interactions between a person's genes and their environment. Mental illnesses occur at similar rates around the world, in every culture, and in all socioeconomic groups. According to the U.S. Department of Health & Human Services, one in five adolescents has a diagnosable mental health disorder such as anxiety or depression, attention-deficit/hyperactivity disorder (ADHD), disruptive behavior disorder, and Tourette syndrome. Half of all mental health problems begin by age 14 and they can lead to poor school performance, school dropout, strained family relationships, involvement with the child welfare or juvenile justice systems, substance abuse, and engaging in risky sexual behaviors. Seventy percent of youth in the juvenile justice system have at least one mental health condition and at least 20% live with a serious mental illness.

Adolescents' developing brains, coupled with hormonal changes, make them more prone to depression and more likely to engage in risky and thrill-seeking behaviors than either younger children or adults. Depression is the most common mental health disorder and it affects nearly one in eight adolescents and young adults each year, with that number increasing by a third from 2005 to 2014. Between 20% and 30% of adolescents have one major depressive episode before they reach adulthood. When left untreated, mental health disorders can lead to serious, even life-threatening, consequences. Depression, other mental health disorders, and substance use disorders are major risk factors for suicide. Suicide is the tenth leading cause of death in the U.S., the third leading cause of death for children ages 10 to 14, and the second leading cause of death for 15- to 24-year-olds. In 2013 and 2014, children ages 10 to 14 were more likely to die from suicide than in a motor vehicle accident. Between 500,000 and one million young people from the ages of 15 to 24 attempt suicide each year.

It is reported that only 50% of students who need mental health treatment receive it. Some of the reasons they do not are:

- Lack of access and utilization
- Lack of adequate insurance coverage
- Lack of referral services and specialists trained in dealing with adolescents' specialized needs
- Lack of stable living conditions
- Lack of confidentiality

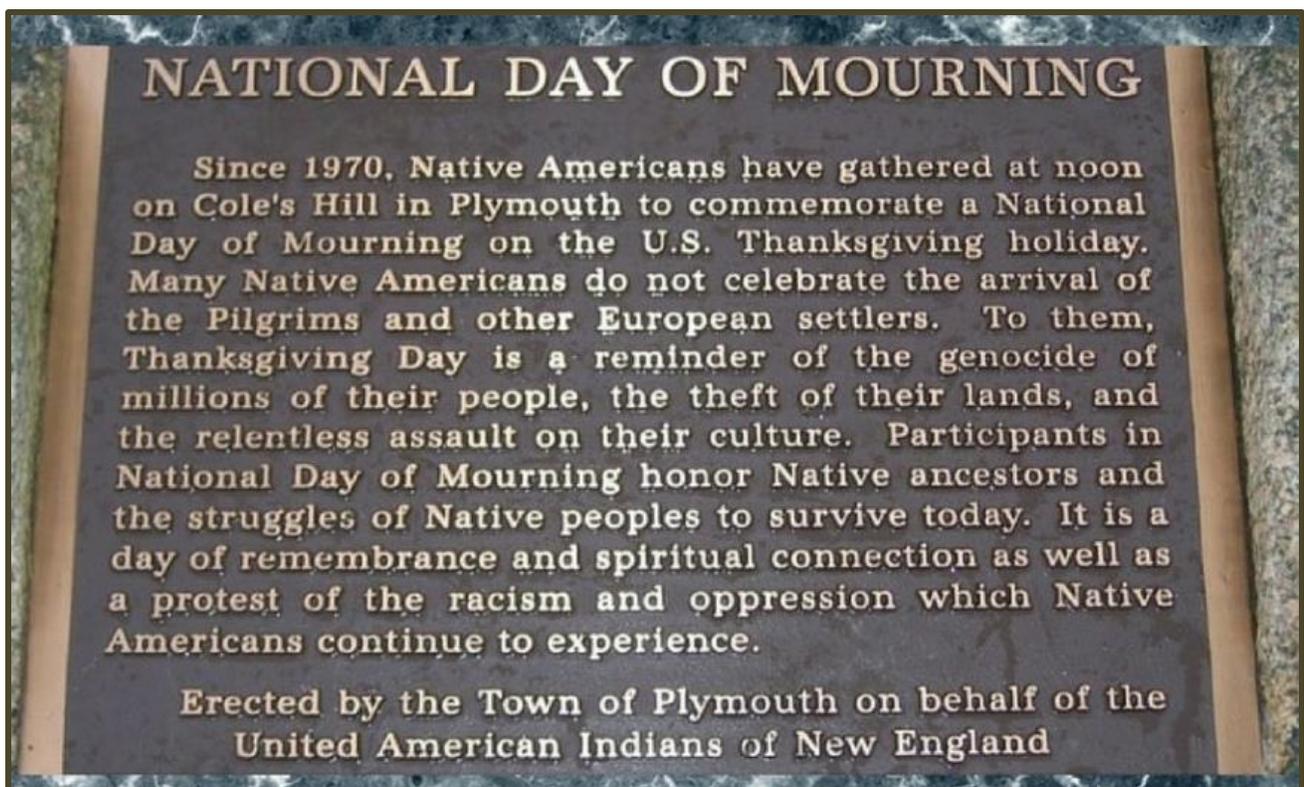
We are fortunate in LAUSD to have nationally reknown mental health services for students through the Division of Student Health and Human Services. Some of the services that are provided include:

- Wellness Networks & Clinics
- School-Based Social Work
- Special Education Counseling
- Crisis Counseling and Intervention Services
- Training for Schools
- Field Instruction

To learn more about the Student Mental Health Unit, please visit the Student Health and Human Services website at: <https://achieve.lausd.net/Page/11883>.

THE 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. The first thanksgiving was a harvest festival, generally believed by historians to have been celebrated by the Pilgrims in October 1621 after their first corn harvest in the New World. This feast was organized by Plymouth colony Governor **William Bradford** and lasted three days and according to some historians, was attended by 90 Native Americans and 53 Pilgrims who ate and celebrated together. However, some Native Americans and others take issue with how this story is presented to the American public and protest Thanksgiving Day by declaring the same day as a National Day of Mourning (see graphic below).



George Washington proclaimed the first nationwide Thanksgiving celebration in America on November 26, 1789, asking Americans to express their gratitude for the end of the war for independence and the successful ratification of the U.S. Constitution. The holiday was celebrated intermittently until President **Abraham Lincoln** designated, in 1863, that it be celebrated by all states on the last Thursday of November. On December 26, 1941, President **Franklin D. Roosevelt** changed the national Thanksgiving Day from the last Thursday in November to the fourth Thursday. What began as a religious celebration, giving thanks to God for the harvest, has largely become a secular event in the country. While ninety percent of American families now eat turkey on Thanksgiving Day, it is doubtful that the bird was on the original menu, which probably included deer and fish, but no pies, cakes, or desserts.

AN EASY WAY TO SUPPORT FRIENDS OF AALA AND RAISE MONEY FOR SCHOLARSHIPS FOR LAUSD STUDENTS

We know many of you have already begun your holiday shopping, but did you know your purchases can make a difference? AmazonSmile donates to Friends of AALA when you shop at Amazon. Be sure to enter smile.amazon.com/ch/27-4630433 in your browser and shop away!

ACSA WOMEN IN LEADERSHIP CONFERENCE

The ACSA Region 16 Women in Leadership 3rd Annual Conference, to be held March 23, 2019, is seeking leaders who want to network and expand their learning to join the planning committee. Teams include: Sponsorship, Logistics, Program Development, Invitations and Publicity, and Registration and Catering. Interested persons are asked to please contact **Dr. Angel J. Barrett**, Chairperson, at abarr5@lausd.net, or **Barbara Friedrich**, Co-Chair, at bfriedri@lausd.net. The next meeting will be online at the end of November.

UNITE-LA SEEKING CANDIDATES

UNITE-LA, an affiliate of the Chamber of Commerce and convener of the L.A. Compact, is currently recruiting to find qualified candidates for a Foster Youth Manager position. Under the direction of the L.A. Compact Director, the Foster Youth Manager will lead the advancement of systemic strategies related to college access and success for transition-age foster youth (75% time) and employment (25% time) in L.A. County. This is a full-time exempt level position with the primary responsibilities as listed in the [Description](#). Interested applicants should email a cover letter and resume to unitelajobs@lachamber.com with the subject line L.A. Compact Foster Youth Manager.

CALENDAR

NOVEMBER IS ALZHEIMER'S AWARENESS, EPILEPSY AWARENESS, GANG AWARENESS & PREVENTION, NATIONAL AMERICAN INDIAN/ALASKAN NATIVE HERITAGE, CHILD SAFETY & PROTECTION, NATIONAL FAMILY LITERACY, AND HOMELESS YOUTH AWARENESS MONTH

EVENT	DATE	CONTACT
GREAT AMERICAN SMOKEOUT	November 16, 2018	

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
Elementary Principals' Meeting at Pickwick Gardens (Required)	November 16, 2018 8:00 a.m. – 12:00 p.m.	Haywood Thompson , 323.294.5275 or hthomp1@lausd.net
UNASSIGNED DAYS	November 19 – 21, 2018	
THANKSGIVING DAY	November 22, 2018	
THANKSGIVING HOLIDAY	November 23, 2018	
OPEN ENROLLMENT ENDS	November 25, 2018	Benefits Administration, 213.241.4262
COBA General Membership Meeting at Crenshaw High School	November 28, 2018 5:30 p.m. – 7:30 p.m.	Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net
Senior High Assistant Principals' Meeting at Pickwick Gardens (Required)	November 29, 2018 7:30 a.m. – 12:00 p.m.	Mario Hernandez , 818.255.5122 or mah3178@lausd.net
Middle School Assistant Principals' Meeting at Pickwick Gardens (Required)	November 29, 2018 7:30 a.m. – 12:00 p.m.	Martin Segura , 818.487.7600 or martin.segura@lausd.net
Elementary Assistant Principals' Meeting at Pickwick Gardens (Required)	November 29, 2018 7:30 a.m. – 12:00 p.m.	Dr. Sylvester Harris , 310.832.6446 or sylvester.harris@lausd.net
CalSTRS Workshop at Polytechnic HS Cafeteria	November 29, 2018 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365 or Register HERE
DECEMBER IS UNIVERSAL HUMAN RIGHTS MONTH		
WORLD AIDS DAY	December 1, 2018	
ACSA-R Region 16 Winter Luncheon at Taix Restaurant	December 3, 2018 11:30 a.m.	Mike Perez , mpz21@sbcglobal.net
Middle School Principals' Meeting at TBD	December 5, 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	December 6, 2018 8:00 a.m. – 4:30 p.m.	Melissa Winters , 213.749.8310 or mrw4766@lausd.net
APSCO Meeting at Crenshaw HS (Required)	December 6, 2018 8:00 a.m. – 11:30 a.m.	Karen Fattal , 818.505.2225 or kfattal@lausd.net
CalSTRS Workshop at Kingsley ES Auditorium	December 6, 2018 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365 or Register HERE
NATIONAL PEARL HARBOR REMEMBRANCE DAY	December 7, 2018	
CMAA Winter Holiday Social at Luminarias Restaurant	December 7, 2018 5:30 p.m.	Rafael Escobar , 323.262.6382 or rafael.escobar@lausd.net

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
COBA 50th Anniversary Celebration at California African American Museum 	December 7, 2018 6:00 p.m. – 10:00 p.m.	Josephine Ruffin , 323.296.2040 josephineruffin@sbcglobal.net
ALA Representative Assembly Meeting at Casa Italiana	December 10, 2018 4:30 p.m.	Javier Melendez , 213.484.2226
WINTER RECESS	December 17, 2018 – January 4, 2019	



The Loyola Marymount University Doctoral Program in Educational Leadership for Social Justice is an innovative, three-year course of study that allows students to explore aspects of leadership as they intersect with issues of social justice in classrooms and communities. Ranked among the top graduate schools of education by *U.S. News and World Report*,

LMU’s theoretically-grounded and practitioner-focused program prepares superintendents, principals, policymakers, and leaders of higher education, nonprofit and community organizations to transform educational settings into inclusive and equitable learning environments.

Designed for working professionals, all requirements of the Ed.D. program, including the dissertation, can be completed in three years. Classes are offered on Monday evenings during the fall and spring semesters and on Monday and Thursday evenings during the summer. Utilizing a small cohort model, students create a community of educators, scholars, and leaders, and are further supported by personalized attention from distinguished faculty who are engaged and connected to the real world of leadership and social justice advocacy in schools and communities. Financial assistance is available to eligible doctoral students through the Loyola Marymount University School of Education.

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 informational webinar. Get more information and RSVP at <http://soe.lmu.edu/doctoralinfo>, or to apply, visit graduate.lmu.edu/apply. **Applications are due January 25, 2019.** Questions? Contact the LMU Doctoral Center at 310.338.7449 or doctoral@lmu.edu.

**UPDATE WILL NOT BE PUBLISHED NEXT WEEK.
THE NEXT ISSUE WILL BE DATED DECEMBER 3, 2018.**

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

PRINCIPAL, SECONDARY

Madison Middle School, Local District Northeast, MST 46G, E Basis. For more information, contact **Sandra Gephart Fontana**, Director, at 818.252.5400 or sandra.gephart@lausd.net. Application deadline is 5:00 p.m., Wednesday, November 28, 2018.

ASSISTANT PRINCIPAL, SECONDARY

Santee Education Complex, Partnership for Los Angeles Schools, MST 41G, B Basis. For more information, contact **Margery Weller** at margery.weller@partnershipla.org. Application deadline is 5:00 p.m., Wednesday, November 28, 2018.

ASSISTANT PRINCIPAL, SECONDARY

Hilda Solis Learning Academy High School, Local District East, MST 40G, B Basis. For more information, contact **Pedro Avalos**, Director, at 323.224.3100 or paval01@lausd.net. Application deadline is 5:00 p.m., Wednesday, November 28, 2018.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, ELEMENTARY</i> MST 42G, E Basis	Balboa Gifted/High Ability Magnet School, Local District Northwest	Dr. Donna Gilliland , Director, 818.654.3600	<u>EXTENDED</u> 5:00 p.m. Monday November 26, 2018
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Hamasaki ES, Local District East	Dr. Lourdes Ramirez-Ortiz , Director, 323.224.3100 or lramirezortiz@lausd.net	5:00 p.m. Monday November 26, 2018
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DIRECTOR OF LABOR RELATIONS</i> \$192,492- \$204,948, 12-month position	Office of the General Counsel	Click HERE	When Filled

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DEPUTY ENVIRONMENTAL HEALTH & SAFETY DIRECTOR</i> \$117,797 - \$145,916, 12-month position	Office of Environmental Health & Safety	Click HERE	When Filled
<i>RESIDENT CONSTRUCTION ENGINEER</i> \$107,000 - \$132,500, 12-month position	Facilities Project Execution Branch, FSD	Click HERE	When Filled
<i>STRUCTURAL ENGINEER</i> \$102,700 - \$127,500, 12-month position	Architectural & Engineering Services, FSD	Click HERE	When Filled
<i>ORACLE DEVELOPER</i> \$99,500 - \$123,500, 12-month position	Information Technology Division	Click HERE	When Filled
<i>FACILITIES ACCESS COMPLIANCE SPECIALIST</i> \$89,300 - \$110,800, 12-month position	Access Compliance Unit, FSD	Click HERE	When Filled
<i>PROGRAM SCHEDULER</i> \$87,099 - \$108,064, 12-month position	Facilities Services Division	Click HERE	When Filled