

UPDATE

www.aala.us

Week of February 4, 2019

MAKING DECISIONS ABOUT ENROLLMENT IN THE 457(b) PLAN

As part of the negotiations for the 2017-2020 AALA Certificated Agreement, the District proposed to enroll those who were not currently contributing to LAUSD's 457(b) Deferred Compensation Plan into the program. This is a voluntary, supplemental retirement savings plan that is administered by Voya Financial, which has received awards for its investment choices and low fees. AALA certificated members voted to approve the agreement in August 2018. Shortly after the ratification vote, many members, of course, had questions, which we attempted to answer in past issues of *Update*. Previous articles provided general information about the 457(b) program (click [HERE](#)) and answers to frequently asked questions (click [HERE](#)).

Last week, the District sent out a letter to affected employees advising them of future mailings from Voya that will include an enrollment notice with instructions on how to make changes or opt out and a personal identification number (PIN). The PIN will be mailed on February 5, 2019. Those who choose to make changes or opt out of the program may do so once the PIN is received, but prior to April 30, 2019. The automatic payroll deduction for active certificated AALA members is 4% of taxable income and the first deduction is scheduled to be withdrawn on June 5, 2019. Benefits of enrollment in the program include:

1. Provides supplemental retirement income
2. Automatic savings
3. Contributions lower your taxable income
4. Dedicated LAUSD representatives at Voya to assist you

To obtain additional information, please go to: <http://457b.lausd.net> or <http://lausd457b.voya.com>, call Voya Customer Service at 844.525.2873, or reach out to one of the two LAUSD representatives at Voya:

- **Greg Gower**, greg.gower@voya.com or 714.889.9208
- **Dan Garcia**, dan.garcia@voya.com or 714.331.5858

In addition, the two representatives will be providing information at the elementary principals' meeting on February 8, 2019, and will also be hosting a "Lunch & Learn" at the Beaudry Building on February 15, 2019, at 12:00 p.m. in the second floor conference room B0002-202.

Following on the next page is a chart indicating key dates for implementation of the program.

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Associated Administrators of Los Angeles

457(B) (cont.)

DATES	ACTION	COMMENTS
02/05/19 – 04/30/19	Opt-Out Period	During this time period, members will have an opportunity to opt out of auto-enrollment. Members can also use this time to opt in earlier than 06/05/19 or select a different percentage or dollar amount.
02/05/19	Voya's Auto-Enrollment Initial Notice	Voya will mail notices with information on auto-enrollment, pin numbers to access their accounts, and the opt-out process.
03/05/19	Voya's Auto-Enrollment Reminder #1	This mailing reminds members that auto-enrollment is in progress and that they must opt out if they do not wish to contribute.
03/20/19	Voya's Auto-Enrollment Reminder #2	This mailing reminds members again that auto-enrollment is in progress and that they must opt out if they do not wish to contribute.
04/02/19	Voya's Auto-Enrollment Confirmation	This notice confirms enrollment in the program of those who did not opt out or who are currently contributing into the 457(b).
06/05/19	First Deduction	Members' first deductions will be on the 06/05/19 warrant for payroll period 05/01/19 – 05/31/19. The deduction will be 4% of gross salary.
Quarterly	Voya Statement	On a quarterly basis, Voya will mail statements to all members with account information and balances.
Yearly	Voya's Annual Auto-Enrollment Notice	Voya will mail annual auto-enrollment notices to remind participants that deductions will continue in the new year.

NO THREAT TO HEALTH BENEFITS –IT'S JUST A RUMOR

Since UTLA reached agreement with the District, rumors have been abounding that retiree benefits are going to be changed. There is no truth to this, as noted in this piece from retiree **Alan Warhaftig** (click [HERE](#)). In it, he addresses the rumors and provides specific information to reassure retirees that health benefits are not in peril, yet. We thank Mr. Warhaftig for forwarding this information to us.

ANNUAL POSTING REQUIREMENT OF WORK-RELATED INJURIES & ILLNESSES

California state law requires every District school and office display the Annual Summary of Work-Related Injuries and Illnesses Form (Cal/OSHA Form 300A) in a conspicuous place where notices to employees are customarily posted. It must be posted by **February 1** and must remain posted until April 30 each year. You may refer to [Reference Guide 5693.3, Cal/OSHA Log of Injuries and Illnesses](#) which is available on *eLibrary* and on the Office of Environmental Health and Safety (OEHS) website.

ANNUAL POSTING (Cont.)

Please ensure the site-specific logs are posted at every school and office to ensure compliance and prevent Cal/OSHA citations. A completed Cal/OSHA Form 300A will be mailed to each site, the site-specific document is also available at: <http://achieve.lausd.net/Page/3639>. Posting of Cal/OSHA Form 300A must be verified on the Administrator's Online Certification System 2018-2019. The due date to certify posting of site-specific Cal/OSHA Form 300A is February 1, 2019. For additional information on electronic certification, please refer to [MEM-6128.6 Administrator Certification Online System 2018-2019 For School Sites and Offices](#). If you have any questions regarding the posting requirement of Cal/OSHA Form 300A or wish to report inaccurate information listed on the website, please contact the OEHS at 213.241.3199 or <http://achieve.lausd.net/oehs>.

Cal/OSHA Form 300A (Rev. 7/2007) Appendix B
Annual Summary of Work-Related Injuries and Illnesses

Your established name _____
Street _____
City _____ State _____ ZIP _____

Standard Industrial Classification (SIC) of business (e.g. SIC 3111) _____

Employer's OSHA 300 Log (if you have been fined, see Departmental Website to release) _____

Total number of deaths _____
Total number of cases with days away from work _____
Total number of cases with job transfer or restriction _____
Total number of other recordable cases _____

Total number of days away from work _____
Total number of days of job transfer or restriction _____

Total number of ...
(1) Injuries _____ (2) Poisoning _____
(3) Skin diseases _____ (4) Hearing loss _____
(5) Respiratory conditions _____ (6) All other illnesses _____

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Signature _____
Date _____

HEALTH BENEFITS FAQs— DO YOU KNOW WHAT IS IN THE PROCESSED FOODS YOU EAT?

Open your pantry you'll likely find shelves of processed foods—boxes of breakfast cereal, canned vegetables, tomato sauce, pasta sauce, spaghetti noodles, boxed or bagged snacks, microwave popcorn, and more. Then, there's your refrigerator and freezer with milk, cheese, juices, condiments, cold cuts, microwave meals and more, including breads and rolls. Even those packaged fresh salad greens are processed. Check labels.

What is meant by “processed” foods?

Any food that has been changed in any way before consumption is considered processed. Processing food can be as simple as slicing an apple, adding salt and pepper to enhance flavor, or as complex as adding emulsifiers to prevent liquids from separating and adding preservatives to prevent spoilage. The Food and Drug Administration has identified a list of 3,000 food additives, including the most common ones used every day, like salt, sugar, baking soda, and spices.

What do we know about additives in the packaged foods we buy to stock our shelves?

To meet the large scale food demands of our population, food processors have added substances to ensure food safety and wholesomeness from factories to warehouses to stores and lastly, to consumers. Additives serve to improve appearance and texture, preserve and improve nutrients, enhance color, and improve flavor. Additive sources can be from plants, animals, minerals, or synthetic (man-made).

It seems almost impossible to avoid additives altogether. What evidence is there that a certain additive may be potentially harmful to one's health?

Major concerns have been raised about man-made ingredients added to our foods. The National Institute of Health's MedlinePlus identifies the following common additives:

FAQs (Cont.)

- Antibiotics, given to food animals, such as chickens and cows
- Antioxidants in oily or fatty foods
- Artificial sweeteners—aspartame, saccharin, sodium cyclamate, and sucralose
- Benzoic acid in fruit juices
- Lecithin, gelatins, cornstarch, waxes, gums, and propylene glycol in food stabilizers and emulsifiers
- Dyes and coloring substances
- Monosodium glutamate (MSG), including yeast extract, hydrolyzed protein, and others
- Nitrates and nitrites in wieners and other processed meats
- Sulfites in beer, wine, and packaged vegetables.

Is it safe to assume that the additives we see listed on our foods are FDA-approved and safe for consumption?

According to MedLine Plus, the United States Food and Drug Administration (FDA) has a list of food additives that are thought to be safe. Many have not been tested, but most scientists consider them safe. About 700 items have been put on the “generally recognized as safe” list.

Are there substances known to be harmful to people or animals that are still allowed as additives?

Yes, but at a level of 1/100 of the amount that is considered harmful.

What’s the bottom line on food additives?

Caveat Emptor - buyer beware! Read the ingredients label carefully for additives you want to avoid. To keep informed about processed food recalls, you may wish to bookmark this [FDA site](#).

SPECIAL ELECTION ON MARCH 5

Residents of the neighborhoods of Mt Washington, Eagle Rock, Glassel Park, Cypress Park, Highland Park, Silverlake, Los Feliz, East Hollywood, El Sereno, Echo Park, City Terrace, Monterey Park, Cudahy, Maywood, South Gate, Huntington Park, Bell, Vernon, Commerce, and Bell Gardens may be eligible to vote in the upcoming election for Board of Education Member representing District 5. You may recall, this is the seat vacated by the resignation of **Ref Rodriguez** last summer. This district has been unrepresented for over seven months. It is imperative that we get out the vote for AALA-endorsed candidates **Dr. Cynthia Gonzalez** and **Jackie Goldberg**.

Since this is the only item on the ballot, why not save time and vote by mail? All registered voters in Los Angeles County have this option and February 4, 2019, is the first day to vote by mail. If your ballot is postmarked by March 5 and received by March 8, it will be counted. Your application to vote by mail must be received by Feb 26. To obtain one, click [HERE](#) or call 800.815.2666, option # 2.

ADVISORY: You may periodically receive campaign materials at your District email address regarding various issues or endorsing a political candidate for any office from external email providers. While you have the right to free speech and ability to advocate for candidates of your choice, it is a misuse of the District email and network to forward or distribute this type of material from a District server or email account to another server or email account. As an exception, you may forward these emails to your own personal server or email account.

ACADEMIC DECATHLON STILL NEEDS VOLUNTEERS

If you are available on Saturday, February 2, please come to Roybal Learning Center, 11200 Colton Street, Los Angeles, to help at the Academic Decathlon. Volunteers are needed from 7:30 a.m. to 1:00 p.m. to judge the speech and interview events and from 1:30 p.m. to 5:00 p.m. to assist with the Super Quiz. You will not regret spending the day with over 500 outstanding LAUSD students. Should you have any questions, please contact Beyond the Bell Administrators **Kathy Gonnella**, katherine.gonnella@lausd.net, or **Luis Mora**, luis.mora@lausd.net.

COME OUT AND SUPPORT JACKIE GOLDBERG



ALA members are encouraged to come and join **Jackie Goldberg** at two fundraising events in February. The first is a brunch on Sunday, February 10, 2019, at the home of **Charlotte Lerchenmuller**, from 11:00 a.m. – 1:00 p.m. Support levels range from \$99 to \$1200. For more information, please click [HERE](#). The second, originally scheduled for February 7, has been moved to February 28, 2019, at the Golden Dragon Restaurant, 960 N. Broadway, Los Angeles. For more information and/or to RSVP, contact **Farrell Bender** at 323.465.9655 or nancydolanassociates@gmail.com. If you cannot attend, please make a donation, click [HERE](#).

TEACHERS ACROSS THE COUNTRY THREATEN JOB ACTIONS

While LAUSD teachers were engaged in their work stoppage, teachers around the country were watching closely and given UTLA's much acclaimed success, many plan to take similar action. Educators in Oakland, Sacramento, Denver, and throughout Virginia are making demands and indicating their willingness to follow L.A.'s lead.

Virginia teachers are headed to the state capitol of Richmond on Monday, February 4, to lobby for increased education funding and higher salaries, plus better working and learning conditions for teachers and students. Monday is a professional development day that students have off in many Virginia districts. State funding for schools has not returned to levels from before the Great Recession, forcing school systems to disproportionately rely on local dollars exacerbating inequities. Virginia ranks 34th nationally in average teacher pay. The governor has proposed a \$269 million boost to school funding

TEACHERS (Cont.)

that would increase teacher pay by 5 percent and provide money for school construction, but it has not been approved by legislators.

Salary is also a major factor in Oakland, where the teachers, whose contract expired in June 2017, are also asking for smaller class sizes and more counselors and nurses. They have held two sickouts in the last few months and will vote between January 29 and February 1 whether to authorize a strike. Teachers in Sacramento are also asking for a strike vote.

Denver teachers approved a strike vote last week after their negotiations broke down. A major contested point was ProComp, the city's compensation system for teachers, which includes a complex system of bonuses for teachers based on whether they work in hard-to-staff, high-performing, or high-poverty schools. The union wants to reduce these incentives and have a higher base salary for all teachers. The district says the bonuses are needed to recruit and retain teachers. The two sides are about \$8 million apart in their latest offers, and they've been negotiating for about 14 months. The ProComp Program was launched in 2005 when voters approved a tax to fund these specific incentives and the money cannot be used for any other purpose. Changes to the program could result in the district having to return the money to residents.

SOCIAL EMOTIONAL LEARNING PROFESSIONAL DEVELOPMENT

The Division of Instruction is offering a six-hour Saturday professional development for teachers and administrators who wish to learn more about Social Emotional Learning at different sites during February and March. With their director's approval, administrators are eligible for 6 hours of pay at their regular rate to attend this training. Administrators who attend may decide that the information is useful and wish to have a presentation for their staff members. For more information, click [HERE](#).

PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT BRANCH

EDST/EDSNCT Observation Deadlines

The contractual deadline to complete the Educator Development and Support: Teachers (EDST) and Educator Development and Support: Non-Classroom Teachers (EDSNCT) observation is Friday, **February 15, 2019**. The postobservation conference should be completed no later than ten working days after the observation (by March 4, 2019). In preparation for completing the EDST and EDSNCT observations, click [here](#) to view a handbook with key information and guidance. For additional support, please contact your [Teaching and Learning Coordinator](#) or Professional Learning and Leadership Development Branch at 213.241.3444 or plld@lausd.net.

EDSSL Formative Conference Deadline

As part of the Educator Development and Support: School Leaders (EDSSL) process, evaluators should conduct the formative conference by **February 1, 2019**. In preparation for completing the formative conference, click [here](#) to view guidance included in the EDSSL protocols. For additional support, please contact your [Teaching and Learning Coordinator](#) or Professional Learning and Leadership Development Branch at 213.241.3444 or plld@lausd.net.

PLLD (Cont.)

EDST Stakeholder Feedback Survey Available February 4

Beginning February 4, the online Stakeholder Feedback Survey will be available for students in grades 3-12. The survey is designed to provide student feedback to teachers on key aspects of the classroom environment that are highly correlated with student learning outcomes. While the survey is optional and intended to be part of the EDST process, all roster-carrying teachers at school sites (grades 3-12) have access. Individual teacher survey results are confidential and are not to be included in the evaluation process. Principals can monitor teacher participation and view administration resources by logging into the survey site, <https://survey.lausd.net>. The survey will close on March 8, 2019.

**3RD ANNUAL WOMEN IN LEADERSHIP SUMMIT—
RESILIENT LEADERSHIP**

ACSA Region 16 and Local District East are hosting the 3rd Annual Women in Leadership Summit on Saturday, March 23, 2019, at Garfield High School. Participants can attend two of more than ten workshops, followed by luncheon with keynote speaker, **Dr. Margaret Wheatley**. Workshops include *Building Your Digital Leadership Presence*, *Exploring Internal Barriers in Our Leadership*, *the Four Roles of Great Leaders*, and *Self-Care and Mindfulness*, among others. For additional information, click [HERE](#).

IN MEMORIAM

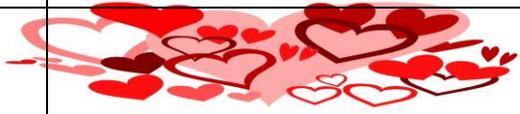
PATRICIA COLBY—Former principal at Westchester-Emerson CAS, coordinator in Staff Relations, assistant principal at University-Palispades, Evans, and Venice-Emerson community adult schools. Ms. Colby retired from the District on July 1, 2009, and passed away on January 24, 2019. Condolences may be sent to her family at www.dailybreeze.com/obits and donations in her name may be made to the nonprofit organization Doctors Without Borders at www.doctorswithoutborders.org.

HENRY RONQUILLO—Former principal at Roosevelt High School and Adams Middle School; assistant principal at Garfield High School; and board member of Friends of AALA. Mr. Ronquillo retired from the District on February 1, 2003, and passed away on January 28, 2019. Services will be held on Thursday, February 21, 2019, at 11:00 a.m., at Whittier Area Community Church, 8100 Colima Road, Whittier.

CALENDAR

EVENT	DATE	CONTACT
FEBRUARY IS AMERICAN HEART, BLACK HISTORY, AND CHILDREN'S DENTAL HEALTH MONTH		
Summer Principal Application Period	February 1 – 28, 2019	https://summer.lausd.net

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
Adult School Principals' Meeting at East L. A. Skills Center	February 1, 2019 8:00 a.m. – 3:00 p.m.	
Academic Decathlon Competition at Roybal Learning Center	February 2, 2019 7:30 a.m. – 5:00 p.m.	Kathy Gonnella , 213.241.7900 or katherine.gonnella@lausd.net
NATIONAL SCHOOL COUNSELING WEEK	February 4 – 8, 2019	
Senior High School, Middle School, and Options Principals' Meeting at Pickwick Gardens (Required)	February 6, 2019 7:30 a.m. – 12:00 p.m.	Dr. Ed Trimis , etrimis@lausd.net , or Mylene Keipp , mylene.keipp@lausd.net ; Dr. L. Gail Garrett , 323.541.1800 or lgarrett@lausd.net ; Victorio Gutierrez , 323.569.7140 or vgutie1@lausd.net
Pilot School Principals' Meeting at Pickwick Gardens (Required until noon)	February 6, 2019 7:30 a.m. – 3:00 p.m.	Paul Hirsch , 323.817.6461 or paul.hirsch@lausd.net
Special Education Principals' Meeting at Beaudry 17-117	February 7, 2019 8:00 a.m. – 4:30 p.m.	Melissa Winters , 213.749.8310 or mrw4766@lausd.net
AAALA Representative Assembly Meeting at Casa Italiana	February 7, 2019 4:30 p.m.	Javier Melendez , 213.484.2226
Elementary Principals' Meeting at Pickwick Gardens (Required)	February 8, 2019 8:00 a.m. – 12:00 p.m.	Haywood Thompson , 323.294.5275 or hthomp1@lausd.net
Social Emotional Learning Professional Development at Limerick ES	February 9, 2019 8:00 a.m. – 3:00 p.m.	Holly Clark , 213.241.5333 or hhc1820@lausd.net
Fundraising Event for Jackie Goldberg at home of Charlotte Lerchenmuller	February 10, 2019 11:00 a.m. – 1:00 p.m.	Charlotte Lerchenmuller , clerch@aala.us
Spring Lockdown Drill	February 11 – 15, 2019	Dr. Jill Barnes , 213.241.3889
Spring Radio Test	February 12, 2019	Dr. Jill Barnes , 213.241.3889
VALENTINE'S DAY	February 14, 2019	
Elementary, Middle, and High School Assistant Principals' Meeting at Pickwick Gardens (Required)	February 14, 2019 7:30 a.m. – 12:00 p.m.	Dr. Sylvester Harris , 310.832.6446 or sylvester.harris@lausd.net ; Martin Segura , 818.487.7600 or martin.segura@lausd.net ; Mario Hernandez , 818.255.5122 or mah3178@lausd.net

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
CalSTRS Workshop at Burbank MS, Room A-106	February 14, 2019 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365 or Register HERE
Lunch and Learn about the 457(b) Program at Beaudry, B0002-202	February 15, 2019 12:00 p.m.	Greg Gower , 714.889.9208 or greg.gower@voya.com ; Dan Garcia , dan.garcia@voya.com or 714.331.5858
PRESIDENTS' DAY	February 18, 2019	
Deadline for AALA Scholarships and Community Awards Applications	February 22, 2019	Gema Pivaral , 213.484.2226 or gpivaral@aala.us
Social Emotional Learning Professional Development at 59 th Street ES	February 23, 2019 8:00 a.m. – 3:00 p.m.	Holly Clark , 213.241.5333 or hhc1820@lausd.net
COBA General Membership Meeting at Crenshaw High School	February 27, 2019 5:30 p.m. – 7:30 p.m.	Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net
Deadline for Summer Principal Applications	February 28, 2019	https://summer.lausd.net
CalSTRS Workshop at Bell HS, Student Cafeteria	February 28, 2019 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365 or register HERE
Fundraising Event for Jackie Goldberg at Golden Dragon Restaurant	February 28, 2019 5:00 p.m. – 7:00 p.m.	Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com .

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

King-Drew Magnet High School of Medicine and Science, Local District South, MST 39G, B Basis. For more information, contact **Dr. Reginald A. Sample**, Director, at 310.354.3400. Application deadline is 3:00 p.m., Tuesday, February 12, 2019.

Associated Administrators of Los Angeles

CERTIFICATED (Cont.)

ASSISTANT PRINCIPAL, SECONDARY

San Fernando Middle School, Local District Northeast, MST 39G, A Basis. For more information, contact **Michelle Barker**, Director, at 818.252.5400 or mab3993@lausd.net. Application deadline is 5:00 p.m., Tuesday, February 12, 2019.

CLASSIFIED

IT PROJECT MANAGER

Information Technology Division, \$85,470 - \$106,370. 12-month position. For more information, click [HERE](#). Application deadline is Wednesday, February 20, 2019.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES MST 38G, B Basis</i>	Central HS and Tri-C CDS, Local District Central	Zelendria Robinson, Director, 213.241.0126	<u>EXTENDED</u> 5:00 p.m. Friday February 1, 2019
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COMPUTER APPLICATIONS ADMINISTRATOR SAP \$108,900 - \$134,980, 12-month position</i>	Information Technology Division	Click HERE	Thursday February 7, 2019
<i>FACILITIES ASSET DEVELOPMENT DIRECTOR \$133,000 - \$165,000, 12-month position</i>	Facilities Services Division	Click HERE	Thursday February 28, 2019
<i>CONSTRUCTION MANAGER \$124,600 - \$155,000, 12-month position</i>	Project Execution Branch, FSD	Click HERE	When Filled
<i>ORACLE DEVELOPER \$99,500 - \$123,500, 12-month position</i>	Information Technology Division	Click HERE	When Filled
<i>PROGRAM SCHEDULER \$87,099 - \$108,064, 12-month position</i>	Facilities Services Division	Click HERE	When Filled
<i>PLUMBING INSPECTOR \$79,800, 12-month position</i>	Inspection Department, FSD	Click HERE	When Filled