

UPDATE

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Week of March 11, 2019

UNIT J NEGOTIATIONS 2019

The AALA Unit J bargaining team continues in negotiations with the District, and bargaining sessions are scheduled for March 7, 2019, March 21, 2019, and April 4, 2019, with more dates added, if necessary. AALA is awaiting the District's response to the AALA Unit J salary, third longevity increment, and increased tuition reimbursement proposals that were presented when negotiations commenced.

The District has made proposals related to salary overpayments and recuperation; automatically enrolling Unit J members into the VOYA 457(b) retirement plan with the option for members to opt-out; and health and welfare. The Unit J bargaining team has been discussing the proposals and considering whether accepting, modifying, or rejecting the District proposals is in the best interest of the membership.

Some members of Unit J have expressed an interest in State Disability Insurance (SDI). The AALA bargaining team has yet to formally submit a proposal to the District regarding SDI; however, AALA did ask the District to provide baseline information to the bargaining team.

Here is what we have learned so far:

- State Disability Insurance requires members to contribute 1% of their monthly salary **after** taxes.
- A Unit J member has to exhaust their illness balance and go to **half-pay** before being able to access the SDI program. For example, a member with 700 hours in the illness bank would have to be on an illness leave for 87 days before qualifying for half-pay.
- The first seven days on half-pay are **not** reimbursed by State Disability Insurance.
- As with any type of insurance, contributions will be made and the need for the insurance may never arise. As such, there is no reimbursement if the insurance is not used.
- It is prohibited by law for the District to pay the State Disability Insurance for employees, meaning this contribution is made exclusively by the employee.

There are important safeguards needing to occur before Unit J members are enrolled in SDI:

1. The District has to agree to the proposal to move forward.
2. Two separate votes are required of the membership before being enrolled in SDI. Both votes must garner a 50% plus one vote for it to be implemented. The processes for the two votes are being discussed by the bargaining team, and depend on whether the District will accept or reject the proposal when and if the team puts the SDI proposal on the table.

It is imperative to note only *members in good standing* (active members paying monthly dues) will be able to vote if the proposal moves forward. Nonpaying members will **NOT** be able to vote. If the vote passes, all members of Unit J will be enrolled in SDI whether a member in good standing or **not**. To

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become a member in good standing and for your voice to be heard, click on this link: [Membership Authorization](#).

You can learn more about the complexities of SDI by studying and analyzing the documents on the state website, <https://www.edd.ca.gov/Disability/>, or by calling 800.480.3287. In the meantime, be on the look-out for a survey that will be sent to members in good standing regarding SDI. The survey will gauge members' interest and provide baseline information to the bargaining team. More importantly, please email **Juan A. Flecha**, juan.flecha@lausd.net, or **Dr. Judith Perez**, jperez@aala.us, with your thoughts, queries, ideas, and concerns about SDI and negotiations-related topics.

PRINCIPALS, YOUR INPUT IS NEEDED

Hilda Maldonado, Senior Executive Director, Office of the Superintendent, is requesting that principals complete a survey about the position and the challenges they face. Data shows that 45% of principals have less than 5 years of experience and the District is looking at ways it can provide leadership training. A critical part of this is gathering information, understanding the challenges principals face, and ways LAUSD can better provide support. Survey responses will be collected by Education Resources Strategies and only summary data will be shared; individual responses will remain anonymous. For questions, concerns, or more information, please contact Ms. Maldonado at 213.241.7000 or hilda.maldonado@lausd.net. To begin the survey, click [HERE](#).

HEALTHCARE FAQs— 2018-2019 FLU SEASON IS IN FULL SWING!

The Centers for Disease Control (CDC) estimate there have been 23.6 million flu illnesses so far this season, with flu activity possibly continuing through May.

What is the difference between a cold and the flu?

The flu and the common cold are both respiratory illnesses but are caused by different viruses. Because these two types of illnesses have similar symptoms, it can be difficult to tell the difference between them based on symptoms alone. The CDC highlights the differences in the chart below.

SIGNS AND SYMPTOMS	COLD	INFLUENZA (FLU)
Symptom onset	Gradual	Abrupt
Fever	Rare	Usual; lasts 3-4 days
Aches	Slight	Usual; often severe
Chills	Uncommon	Fairly common
Fatigue, weakness	Sometimes	Usual
Sneezing	Common	Sometimes

FAQs (Cont.)

SIGNS AND SYMPTOMS	COLD	INFLUENZA (FLU)
Chest discomfort, cough	Mild to moderate; hacking cough	Common; can be severe
Stuffy nose	Common	Sometimes
Sore throat	Common	Sometimes
Headache	Rare	Common

How does the flu spread?

Most experts believe that flu viruses spread mainly by droplets made when people with the flu cough, sneeze, or talk. These droplets can land in the mouths or noses of people who are nearby. Less often, a person might also get the flu by touching a surface or object that has flu virus on it and then touching their own mouth, eyes, or possibly their nose.

What is the period of contagiousness?

You may be able to pass on the flu to someone else before you know you are sick, as well as while you are sick. Most healthy adults may be able to infect others beginning one day before symptoms develop and up to five to seven days after becoming sick. Some people, especially young children and people with weakened immune systems, might be able to infect others for an even longer time.

When would I need to take an antiviral drug for the flu?

Antiviral drugs are used to treat the very sick and should be administered within two days of the flu onset. Your health practitioner will help you determine your need for one of the four antiviral drugs available—oseltamivir phosphate (Tamiflu®), zanamivir (Redenza®), peramivir (Rapidvab®), and baloxavir marboxil (Xofluza®).

What preventive measures can we take to possibly avoid getting the flu?

- Get your seasonal flu shot. The CDC says this is a best way to prevent the flu.
- Avoid close contact with people who are sick. When you are sick, keep your distance from others to protect them from getting sick too.
- If possible, stay home from work, school, and errands when you are sick. You will help prevent others from catching your illness.
- Cover your mouth and nose with tissue when sneezing or coughing. It may prevent those around you from getting sick.
- Wash your hands often to help protect yourself from germs. If soap and water are not available, use an alcohol-based hand rub.
- Avoid touching your eyes, nose, or mouth. Germs are often spread when a person touches something that is contaminated with germs and then touches his or her eyes, nose, or mouth.
- Clean and disinfect frequently touched surfaces at home, work, or school.

For more detailed information about seasonal flu, visit the Centers for Disease Control website at: <https://www.cdc.gov/flu/about/season/current.htm>

GOLDBERG LEADING IN ELECTION

Preliminary results from the election for Board of Education District 5 on Tuesday, March 5, indicate that AALA-endorsed candidate **Jackie Goldberg** is the clear front-runner, earning more than 48% of the votes. However, there are an estimated 3,000 – 4,000 absentee and provisional ballots still to be counted and she could conceivably obtain more than 50% of the vote and be declared the winner, although polls indicate that is unlikely. Therefore, we anticipate that there will be a run-off election in June with one of the two candidates who are in a close race for second place—**Graciela Ortiz** and **Heather Repenning**. At press time, they were fewer than one hundred votes apart. **Dr. Cynthia Gonzalez**, also endorsed by AALA and a current member, had a respectable showing and is currently in fourth place.

WOMEN'S HISTORY MONTH

Women's History Month is a month-long celebration of women's contributions to society and history that is observed during the month of March in Australia, the United Kingdom, and the United States. It began as a local celebration in Santa Rosa, California, when the Sonoma County Commission on the Status of Women planned and executed a Women's History Week celebration in 1978. The organizers selected the week containing March 8 to correspond with International Women's Day. The movement spread across the country as other communities initiated their own Women's History Week celebrations, eventually resulting in **President Jimmy Carter** issuing the first Presidential Proclamation declaring the Week of March 8, 1980, as National Women's History Week. In 1987, Congress passed Public Law 100-9, designating March as Women's History Month. Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, each president has issued an annual proclamation designating the month of March as Women's History Month. Each year, the month has a different theme. The 2019 Women's History Month theme is "**Visionary Women: Champions of Peace.**"

STATE FUNDING FOR SCHOOLS

Najeeb Khoury, Executive Director of the City of Los Angeles Employee Relations Board and former Director of Labor Relations for LAUSD, issued a fact-finding report as part of mediation in the Oakland teachers' strike. The report identified serious issues in the way the state funds its public schools. Besides the fact that California is in the bottom of all the states in its funding (41st), funds are allocated based on actual student attendance, not enrollment. We are all familiar with average daily attendance (ADA) and know that school districts that have large numbers of homeless and low-income students have higher rates of absenteeism. Funding based on attendance disproportionately affects most urban districts, such as LAUSD and Oakland USD, especially when compared with San Ramon Valley Unified or San Marino Unified that are very affluent and have extremely low rates of absenteeism.

In addition to funding inequities based on attendance not enrollment, Mr. Khoury indicated that charter schools are encroaching on district budgets by enrolling large numbers of students. Districts that have high numbers of low-income students, English learners, and other high-needs students were to

FUNDING (Cont.)

ostensibly benefit from the local control funding formula. However, when large numbers of these students go to charter schools, the districts lose money at what he calls “an alarming rate.” Students going to charter schools also affect districts because facilities must still be maintained, overhead covered, and retiree obligations met.

Another manner in which charter enrollment impacts the regular school is through the enrollment of students in special education programs. These students require many state and federal mandated services that are not covered by state funding and charter schools typically do not enroll anywhere near the same percentage of special education students as do the regular schools. Charter schools, therefore, have more money to spend on nonspecial education students — while special education eats up an even larger share of the funds a district has for its students.

Mr. Khoury questions “whether the state’s current funding system is sufficient, fair to traditional public schoolchildren, and allows all schools funded with public dollars to compete on an equal playing field.” He encourages districts and employee organizations to work together to advocate for increased state spending. Both Oakland and LAUSD are counting on Sacramento and/or local voters to provide additional assistance in order for them to meet the provisions of the newly agreed upon teacher contracts.

PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT BRANCH

EDST Stakeholder Feedback Survey Closes March 8

The online Stakeholder Feedback Survey will close Friday, March 8. The survey is available for students in grades 3-12 and it 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 Educator Development and Support: Teachers (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>.

FRIENDS OF AALA NEEDS YOUR SUPPORT!

Donations to Friends of AALA’s 2019 fundraising campaign are coming in, but we need many more to meet our goal to award thirty scholarships to graduating seniors. Won’t you please consider making Friends of AALA one of your charitable contributions this year? If you do, we can financially support more outstanding LAUSD students. All donations are tax deductible to the fullest extent allowed by law, and more than 99% of the donated monies received go directly to support scholarships and recognition activities for LAUSD students. An investment in our students today will reap enormous dividends in the future!

Should you have any questions regarding a donation or want additional information about Friends of AALA, please call AALA at 213.484.2226.

Associated Administrators of Los Angeles

SPORTS TIPS

Team Heal is again providing some tips for athletes, both young and old. We know that both heat and cold therapies are some of the most common ways to treat pain and/or injuries, but do you know when to use each? Heat therapy increases blood flow which can help decrease muscle spasms and joint stiffness. Cold therapy decreases blood flow which can help decrease pain, inflammation, and swelling. To find out more about the use of heat vs. cold therapies, click [HERE](#).

CALENDAR

EVENT	DATE	CONTACT
MARCH IS AMERICAN RED CROSS, ARTS EDUCATION, MULTIPLE SCLEROSIS AWARENESS, MUSIC IN OUR SCHOOLS, MIDDLE LEVEL EDUCATION, NUTRITION, SOCIAL WORK, AND WOMEN'S HISTORY MONTH		
INTERNATIONAL WOMEN'S DAY	March 8, 2019	
Deadline for CMAA Scholarships	March 8, 2019	Lorraine Torres , 310.834.6431 or lorraine.torres@lausd.net
Adult School Principals' Meeting at East L. A. Skills Center	March 8, 2019 8:00 a.m. – 3:00 p.m.	
Social Emotional Learning Professional Development at Sellery Learning Center	March 9, 2019 8:00 a.m. – 3:00 p.m.	Holly Clark , 213.241.5333 or hhc1820@lausd.net
DAYLIGHT SAVING TIME BEGINS	March 10, 2019 2:00 a.m.	
CalSTRS Workshop at Sheridan Street ES, Auditorium	March 14, 2019 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365 or Register HERE
ACSA Region 16 Spring Social at San Antonio Winery	March 14, 2019 5:00 p.m. – 8:00 p.m.	Michael Payne , 818.416.2902 or michael.payne@lausd.net
Step Up Forum at Perez Career and Transition Center	March 16, 2019 8:00 a.m. – 12:30 p.m.	213.241.4571
Social Emotional Learning Professional Development at Euclid Avenue ES	March 16, 2019 8:00 a.m. – 3:00 p.m.	Holly Clark , 213.241.5333 or hhc1820@lausd.net
ACSA-R L.A. Conservancy Broadway Theatre Tour	March 16, 2019 10:00 a.m.	Click HERE
Senior High School Options Principals' Meeting at Newmark-Belmont Complex	March 21, 2019 8:00 a.m. – 11:30 a.m.	Victorio Gutierrez , 323.569.7140 or vgutie1@lausd.net

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EVENT	DATE	CONTACT
CalSTRS Workshop at Eagle Rock HS, Student Dining Room	March 21, 2019 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365 or Register HERE
Women In Leadership Summit at Garfield High School	March 23, 2019 8:00 a.m. – 2:00 p.m.	Frances Baez , frances.baez@lausd.net
COBA General Membership Meeting at Crenshaw High School	March 27, 2019 5:30 p.m. – 7:30 p.m.	Josephine Ruffin , 323.296.2040 josephineruffin@sbcglobal.net
APSCO Meeting at Local District East (Required)	March 28, 2019 8:00 a.m. – 11:30 a.m.	Karen Fattal , 818.505.2225 or kfattal@lausd.net
Social Emotional Learning Professional Development at Strathern ES	March 30, 2019 8:00 a.m. – 3:00 p.m.	Holly Clark , 213.241.5333 or hhc1820@lausd.net
APRIL IS AUTISM AWARENESS, BILINGUAL/MULTILINGUAL LEARNER ADVOCACY, CHILD ABUSE PREVENTION, FINANCIAL LITERACY, JAZZ APPRECIATION, MATHEMATICS AWARENESS, POETRY, SCHOOL LIBRARY, AND SEXUAL ASSAULT AWARENESS MONTH		
CESAR CHAVEZ BIRTHDAY OBSERVED	April 1, 2019	
ADULT EDUCATION WEEK	April 1 – 5, 2019	
Middle School Principals’ Meeting at TBD	April 3, 2019 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, 2019 8:00 a.m. – 4:30 p.m.	Melissa Winters , 213.749.8310 or mrw4766@lausd.net
AEMP-AMAE Parents As Partners Conference at Lizarraga ES	April 6, 2019 8:00 a.m.	Antonio José Camacho , 301.251.6306 or acamacho1950@sbcglobal.net
NATIONAL LIBRARY WEEK	April 7 – 13, 2019	
WEEK OF THE YOUNG CHILD	April 8 – 12, 2019	
CalSTRS Workshop at Nevin ES, Auditorium	April 11, 2019 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365 or Register HERE
Adult School Principals’ Meeting at East L. A. Skills Center	April 12, 2019 8:00 a.m. – 3:00 p.m.	
CalPERS Benefits Education Event at Torrance Marriott	April 12 - 13, 2019	www.calpers.ca.gov
SPRING BREAK	April 15 – 19, 2019	



Register by March 29th, 2019

The LAUSD Homeless Education Program is seeking sponsors for our graduating seniors experiencing homelessness.

As graduation season approaches, help our students celebrate their accomplishments by sponsoring their senior graduation package and activities.



homelesseducation.lausd.net

Student Support Programs



(213) 202-7581





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 (PASC) and Master's Degree in Educational Administration starting FALL 2019. Classes begin the week of August 26, 2019.

Please Join Us at One of Our Upcoming Informational Meetings:

SAN FERNANDO VALLEY

- ***San Fernando High School*** – A Thursday Night Cohort
1113 O'Melveny Ave., San Fernando
Info Meetings: 4:00 p.m., Thursday, April 11, 2019 and Thursday April 25, 2019
Meeting Room: Room 112; first classroom on the left as you enter the parking lot.
- ***LAUSD - LD Northwest Administrative Office*** – A Wednesday Night Cohort
6621 Balboa Blvd., Lake Balboa
Info Meetings: 4:30 p.m., Wednesday, April 10, 2019 and Wednesday April 24, 2019
Meeting Room: Conference Room K, adjacent to front parking lot.
- ***California State University, Northridge (CSUN)*** – Wednesday AND Thursday Night Cohorts
18111 Nordhoff St., Northridge
Info Meetings: 4:00 p.m., Thursday, April 4, 2019, on Monday, April 8, 2019, Thursday, April 18, 2019, and Monday, April 22, 2019.
Meeting Room: ED 1214/1216 in the Michael D. Eisner College of Education Building.

NORTH HOLLYWOOD

- ***James Madison Middle School*** – A Monday Night Cohort
13000 Hart St., North Hollywood
Info Meetings: 4:00 p.m., Monday, April 8, 2019, and Monday, April 29, 2019
Meeting Room: Staff Lounge located near the front entrance of the school.

LOS ANGELES

- ***John Burroughs Middle School*** – A Wednesday Night Cohort
600 S. McCadden Pl., Los Angeles
Info Meetings: 4:00 p.m. on Wednesday, March 27, 2019 and Tuesday, April 9, 2019
Meeting Room: Room 126; turn into school driveway off 6th St., parking is available adjacent to 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 contact jody.dunlap@csun.edu, or ricardo.sosapavon@csun.edu, or call the CSUN ELPS Office at 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

DIRECTOR, INNOVATION

Division of Instruction, MST 46G, School Support Administrator, A Basis. For more information, contact Angelique Tinoco at 213.241.4822. Application deadline is 5:00 p.m., Monday, March 18, 2019.

PRINCIPAL, EARLY EDUCATION CENTER

95th Street and Gardena Early Education Centers, MST 38G, A Basis. For more information, contact Dr. Dean Tagawa, Executive Director, at 213.241.0415. Application deadline is 5:00 p.m., Friday, March 22, 2019.

PRINCIPAL, EARLY EDUCATION CENTER

97th Street and 112th Street Early Education Centers, MST 38G, A Basis. For more information, contact Dr. Dean Tagawa, Executive Director, at 213.241.0415. Application deadline is 5:00 p.m., Friday, March 22, 2019.

CLASSIFIED

DEPUTY CHIEF BUILDING/CONSTRUCTION INSPECTOR

Inspection Department, Facilities Services Division, \$107,000 - \$133,500, 12-month position. For more information, click [HERE](#). Application deadline is Friday, March 22, 2019.

ASSISTANT GENERAL COUNSEL I

Office of the General Counsel, \$84,542 - \$112,981, 10-, 11-, or 12-month position. For more information, click [HERE](#). Application period is open until the position is filled.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SPECIALIST, INSTRUCTIONAL LEADERSHIP SUPPORT</i> MST 38G, A Basis	Instructional Technology Initiative, DOI	Aurora Gomez, aurora.gomez@lausd.net	5:00 p.m. Friday March 8, 2019

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, K-12</i> MST 44G, E Basis	Magnet for Arts & Sciences, Sotomayor Academy, Local District Central	Dr. Elizabeth Bernal, Director, 213.241.0118	5:00 p.m. Wednesday March 13, 2019
<i>COORDINATOR</i> MST 41G, E Basis	Health & Physical Ed. Programs, DOI	Kristina Flowers, kristina.flowers@lausd.net	5:00 p.m. Wednesday March 13, 2019
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Cortines School of Visual and Performing Arts, Local District Central	Zelendria Robinson, Director, 213.241.0126	5:00 p.m. Wednesday March 13, 2019
<i>SPECIALIST</i> MST 38G, B Basis, four positions	Early Development Instrument Kindergarten Readiness Grant, DOI	Kristina Flowers, kristina.flowers@lausd.net	5:00 p.m. Wednesday March 13, 2019
<i>PRINCIPAL, SCHOOL FOR THE DEAF & HARD OF HEARING</i> MST 42G, E Basis	Marlton School, Local District West	Dr. Candice Waters, Director, 310.914.2100 or candice.waters@lausd.net	<u>EXTENDED</u> 5:00 p.m. Friday March 29, 2019
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT BUDGET DIRECTOR</i> \$105,744 - \$130,920, 12-month position	Budget Serv. Branch, Budget Services and Fin. Planning Division	Click HERE	Wednesday March 13, 2019
<i>FACILITIES ASSET DEVELOPMENT DIRECTOR</i> \$133,000 - \$165,000, 12-month position	Facilities Services Division	Click HERE	<u>EXTENDED</u> Thursday March 14, 2019
<i>CONSTRUCTION MANAGER</i> \$124,600 - \$155,000, 12-month position	Project Execution Branch, FSD	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>ORACLE DEVELOPER</i> \$99,500 - \$123,500, 12-month position	Information Technology Division	Click HERE	When Filled

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PROGRAM SCHEDULER</i> \$87,099 - \$108,064, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>PLUMBING INSPECTOR</i> \$79,800, 12-month position	Inspection Department, FSD	Click HERE	When Filled