

UPDATE

www.aala.us

Week of November 25, 2019

ON WANTING TO BE THANKFUL

Dear Los Angeles Unified School District:

I **want** to be positive and thankful for how AALA members are valued and treated by the District. However, this year more than ever, the number of administrators with medical ailments, more than likely onset by the stressors imposed on frontline managers, is worrisome and disheartening.

Just this week, I took a call from one of our most respected members. Towards the end of the call, I asked, “How is your health?” I was floored when the member shared that they had just experienced a near life-threatening medical condition a few days earlier.

The symptoms manifested themselves during working hours. It occurred to the member to rush to urgent care on the spot. And as usually happens in our world, an interruption came, followed by a phone call, an email to be answered, and the notion prevailed that it is just easier to work through the pain rather than attend to your health. Otherwise, upon your return from the doctor’s office, the work, like the Tribbles in the iconic *Star Trek* episode, grows exponentially with no end in sight. The member did indeed go to urgent care after work hours, was admonished by the physician, and learned that had the condition played-out otherwise, the outcome could have been dire at best. I am deeply troubled that one of our members willingly jeopardized their health because the reality of taking care of oneself is trumped by the reality that leaving your post makes you fall even further behind.

So, I **want** to be thankful when I hear **Superintendent Beutner** tell elementary school principals, “Data is a flashlight, not a club.” LAUSD, our members will tell you they are being clobbered by the data. The slightest dip on any yearly summative assessment gets you “tiered” in a support group. And just like with any classroom where students are grouped insensitively, our members know who is in the “Blue Jays Tier” and who is in the “Buzzards Tier.” What makes matters worse, is once you are “tiered,” you hardly ever see your work location ever again. Members continually ask, “How is it possible to ever move the needle back at the ranch if you are directed to be away almost every day of the month?” Equally disturbing is that some members do not see the extra support away from the ranch as either valuable or replicable, given the culture and climate at their individual schools. As you often hear me say, “There is no doubt the system provides support,” followed by the more poignant question, “However, is it the right support?” And many of the members of the association are confirming it is indeed not the right support.

I **want** to be thankful when Superintendent Beutner shares about the community of schools model and how its sole purpose is to positively impact the daily lives of every student in every classroom by bringing the resources closest to where they matter most. Yet the voices I hear from the members in this model tell me how oppressed and micromanaged the experience has been to date. And while I appreciate the invitations from Superintendent Beutner and the Local District Superintendents to come

IN THIS ISSUE

ON WANTING TO BE THANKFUL

JOIN THE AALA – UNIT J TEAM!

HEALTHCARE FAQs – MEDICARE PARTS
B AND D

OFFICE OF SCHOOL CLIMATE, CULTURE,
AND SAFETY

INTERNATIONAL DAY FOR THE
ELIMINATION OF VIOLENCE AGAINST
WOMEN

CALSTRS PRERETIREMENT OPTIONS

CALPERS RETIREMENT OPTIONS

SUPPORT SCOTT SCHMERELSON

WHAT WILL MATTER

HOLIDAY SHOPPING

CALENDAR

POSITIONS

Associated Administrators of Los Angeles

THANKFUL (Cont.)

and visit, I know I am going to have a positive experience because it is our rank-and-file members who are giving their all to make this model work. At the end of the day, if the administrators experiencing the model are demoralized, disenfranchised, and disenchanting, then simply put, the model is not working, despite what its most ardent proponents say.

I **want** to be thankful when **Superintendent Beutner** continues his commitment to reduce the number of required certifications and miniscule tasks that are not in the service of teaching and learning. And alas, I cannot go one step in any gathering of our members, without being told the number of emails continues to sky-rocket, not only in their redundancy but in their senselessness. The email angst is only made worse because technology has created the notion of an on-demand response, no matter when the email is sent. The idea of having 24 hours to respond is a thing of the past, and a working condition that must immediately improve. Sadly, it appears every time AALA surfaces the issue, the District's response is to increase the number and volume of emails.

I **want** to be thankful, LAUSD, that you will truly take to heart what I am constantly telling you on behalf of the members of Associated Administrators of Los Angeles and that administrators will begin telling me they feel heard, valued, and their overall working conditions are improving. Otherwise, in an uncanny and unintentional manner, you are pushing employees to the point of exhaustion, disillusionment, and burnout.

I **want** to be thankful,

Juan A. Flecha, President

Associated Administrators of Los Angeles

JOIN THE AALA – UNIT J TEAM!

Additional job classifications can become members of AALA Unit J. Per Article I, Section 2.0 of the 2018-2021 Collective Bargaining Agreement for Unit J (Classified Members):

When the Union contends that certain classifications should be accreted to the unit, it may submit a written request for determination of the classification to the Office of Labor Relations between November 1 and December 31 of each year. Decisions will be provided by March 1 of the following year.

Last year, the LAUSD Office of Labor Relations reviewed the classification of regional transportation manager as requested on December 27, 2018, and determined that the classification was appropriate for the Unit J community of interest and those employees became members. **Unit J members, please share this information with your colleagues who are not members of AALA who may wish to join. They should complete the attached form (click [HERE](#)) if interested in becoming part of the fabulous AALA – Unit J Team.** Submit the form to jflecha@aala.us no later than Friday, December 20, 2019.

HEALTHCARE FAQs— MEDICARE PART B PREMIUMS AND PART D IRMAA FOR 2020

The charts below show the total Part B premiums and the Part D IRMAA amounts for 2020, based on your 2018 tax return:

Individual tax return with income:	Joint tax return with income:	Married, but filed separate tax return:	Total Part B premium each month:
\$87,000 or less	\$174,000 or less	\$0.00	\$144.60
Above \$87,000. up to \$109,000	Above \$174,000 up to \$218,000	Not applicable	\$202.40
Above \$109,000, up to \$136,000	Above \$218,000 up to \$272,000	Not applicable	\$289.20
Above \$136,000, up to \$163,000	Above \$272,000 up to \$326,000	Not applicable	\$376.00
Above \$163,000 up to \$500,000	Above \$326,000 up to \$750,000	Above \$87,000 and less than \$413,000	\$462.70
\$500,000 or above	\$750,000 or above	\$413,000 and above	\$491.60

PART D IRMAA FOR 2020 will increase for Medicare retirees. District Medicare retirees must remember NOT to enroll in Medicare Part D, but remit the IRMAA amount billed directly to you by Medicare. The 2020 rates for Part D IRMAA are:

Individual tax return with income:	Joint tax return with income:	Married, but filed separate tax return:	Part D IRMA each month
\$87,000 or less	\$174,000 or less	\$87,000 or less	Not applicable to District retirees
Above \$87,000 up to \$109,000	Above \$174,000 up to \$218,000	Not applicable	\$12.20
Above \$109,000 up to \$136,000	Above \$218,000 up to \$272,000	Not applicable	\$31.50
Above \$136,000 up to \$163,000	Above \$272,000 up to \$326,000	Not applicable	\$50.70
Above \$163,000 and less than \$500,000	Above \$326,000 up to \$750,000	above \$87,000 and less than \$413,000	\$70.00
\$500,000 or above	\$750,000 and above	\$413,000 and above	\$76.40

Source: CMS.gov

THE OFFICE OF SCHOOL CULTURE, CLIMATE, AND SAFETY

“Every child deserves a champion—an adult who will never give up on them, who understands the power of connection, and insists that they become the best they can possibly be.” — **Rita Pierson**

Are you interested in becoming a champion for a child? Do you have two hours each month to mentor a small group of students? Did you have an advocate who made a difference in your life? If you answered “yes” to any of the questions and you are a Los Angeles Unified alumnus or not, retired or a District employee, we need you! We are seeking mentors for twenty elementary, middle, and high schools in Los Angeles Unified School District. To become a mentor, you must:

1. Complete and submit a mentoring program interest form.
2. Complete and submit an online school volunteer form.
3. Comply the District fingerprinting and TB testing requirements.
4. Complete a one-hour training session.

If you are interested in becoming a mentor or starting a mentoring program at a District school, please contact **Deborah D. Brandy**, Director, Office of School Culture, Climate, and Safety at deborah.brandy@lausd.net or 213.241.0394.

INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

November 25 is International Day for the Elimination of Violence Against Women, established by the United Nations, and begins 16 days of activism to bring attention to violence against women that will conclude on December 10, International Human Rights Day. The *Declaration on the Elimination of Violence Against Women*, issued by the U.N. General Assembly in 1993, defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life.” The adverse psychological, sexual, and reproductive health consequences of violence affect women at all stages of their lives.



Early educational disadvantages represent the primary obstacle to universal schooling, the right to education for girls, access to higher education, and limited opportunities for women in the labor market. Violence against women continues to be an obstacle to achieving equality, peace, and universal women and girls’ human rights.

CALSTRS MEMBERS: ELECTING AN OPTION BEFORE YOU RETIRE CAN PROTECT LOVED ONES

CalSTRS members who joined before January 1, 2013, are eligible to retire at age 55 with 5 years of service or before 55 with 30 years of service. When members become eligible to retire, whether they choose to retire at that time or not, they have the opportunity to elect an option that will provide a monthly lifetime income for a loved one (does not have to be a relative) when they die; even if they die

CALSTRS (Cont.)

before retirement. This is called a preretirement option election. It will reduce the monthly amount received by the member in retirement, but will ensure that the beneficiary will receive a monthly payment from CalSTRS once the member dies. This is an important consideration, especially if your lifestyle depends on two monthly incomes or if you have a minor or adult dependent. There are advantages and disadvantages to electing a preretirement option:

ADVANTAGES

- If you die before retirement, your designee will receive a monthly payment from CalSTRS for the rest of his/her life.
- The amount your beneficiary receives will be higher if you choose the option prior to retirement.
- The career factor applies if you die before retirement.

DISADVANTAGES

- If you select a preretirement option and then cancel or change it before retiring, your retirement benefit may be reduced for life.
- If your beneficiary dies before you retire, the option is automatically canceled and your retirement benefit may be permanently reduced.
- If you change beneficiaries, either due to death or cancellation, you may have to pay an assessment.

Members who are 55 with 5 years of service or under 55 with 30 years are encouraged to attend a CalSTRS workshop or make an appointment to see a counselor to consider the options. Workshops are held at various District sites and are published in the *Update* calendar. You may also contact CalSTRS at www.calstrs.com or 800.228.5453.

CALPERS MEMBERS SELECT OPTIONS AT RETIREMENT

CalPERS operates somewhat differently in the manner in which its members can provide for loved ones after their death. PERS members must wait until their retirement to make this decision. At that time, they can choose to take a reduced monthly benefit in retirement in order to provide a lifetime benefit for a loved one. The reduction to the member's monthly benefit is based on the life expectancy of the member and the beneficiary. The younger the beneficiary, the greater the reduction. In most cases, only one beneficiary can be named and it cannot be changed after retirement, except under limited circumstances. For more detailed information, contact CalPERS at www.calpers.ca.gov or 888.225.7377.

SUPPORT SCOTT SCHMERELSON



AALA members are invited to support the reelection campaign of Board Member **Scott Schmerelson** at a fundraising event on Thursday, December 5, 2019, at El Torito, 8855 Tampa Avenue, Northridge, from 4:30 p.m. – 6:30 p.m. All contributions are welcome. Please click [HERE](#) to view the flyer. For more information and to RSVP, email nancydolanassociates@gmail.com or call **Farrell Bender** at 323.465.9655.

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! ENJOY YOUR DAYS OFF!**



*Update will not be published next week.
The next issue will be dated December 9, 2019.*

HOLIDAY SHOPPING? USE AMAZONSMILE!

You can support your favorite charity through AmazonSmile, a special Amazon program that donates 0.5% of eligible purchases to designated nonprofit organizations. On your first visit to AmazonSmile (<https://smile.amazon.com>), you will be asked to select a charity of your choice. AALA urges its members and friends to designate *Friends of AALA* to receive the donation and help fund the scholarships we provide each spring to graduating LAUSD students. Last year AALA awarded 30 scholarships of \$2,000 each. Bookmark [AmazonSmile](#) and go there every time you make an Amazon purchase.



CALENDAR

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

EVENT	DATE	CONTACT
Band and Drill Team Championships at East Los Angeles College	November 23, 2019 9:00 a.m. – 9:30 p.m.	213.241.3536 or www.btb.lausd.net
Fundraising Event for Scott Schmerelson at 8066 Otto Street, Downey	November 24, 2019 2:00 p.m. – 4:00 p.m.	Ileana Dávalos, idavalos821@gmail.com
INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN	November 25, 2019	
Thanksgiving Recess	November 25 – 29, 2019	

Associated Administrators of Los Angeles

EVENT	DATE	CONTACT
THANKSGIVING DAY	November 28, 2019	
DECEMBER IS AIDS AWARENESS AND UNIVERSAL HUMAN RIGHTS MONTH		
AALA Representative Assembly Meeting at Casa Italiana	December 2, 2019 4:30 p.m.	Javier Melendez , 213.484.2226
MSPO Meeting at South Gate MS	December 4, 2019 7:30 a.m. – 12:00 p.m.	Gilberto Samuel , 323.730.4300 or gilberto.samuel@lausd.net
SEPO Meeting at Beaudry 17-117	December 5, 2019 8:00 a.m. – 4:30 p.m.	Melissa Winters , 323.731.8633 or mrw4766@lausd.net
ACSA-R Region 16 Winter Luncheon at Taix Restaurant	December 5, 2019 11:30 a.m.	Sharon Kaiser , skaiserpdk@yahoo.com
CalSTRS Preretirement Workshop at Kingsley ES	December 5, 2019 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
Fundraising Event for Scott Schmerelson at El Torito, 8855 Tampa Ave., Northridge	December 5, 2019 4:30 p.m. – 6:30 p.m.	Farrell Bender , 323.465.9655 or nancydolanassociates@gmail.com
OMA Holiday Mixer at Boomtown	December 6, 2019 5:00 p.m. – 8:00 p.m.	Sylvia Fischer , sylvia.fischer@lausd.net
CMAA Winter Social at Monterey Hill	December 6, 2019 5:30 p.m.	Yumi Kawasaki , jyk2204@lausd.net
INTERNATIONAL HUMAN RIGHTS DAY	December 10, 2019	
COBA Holiday Celebration at Automobile Driving Museum	December 14, 2019 7:00 p.m. – 11:00 p.m.	Josephine Ruffin , 323.296.2040 josephineruffin@sbcglobal.net
Winter Break	December 23, 2019 – January 10, 2020	
AALA Office Closed	December 23, 2019 – January 3, 2020	
NEW YEAR'S DAY	January 1, 2020	
JANUARY IS NATIONAL BLOOD DONOR, BRAILLE LITERACY, MENTORING, AND SLAVERY AND HUMAN TRAFFICKING PREVENTION MONTH		
Second Semester Begins	January 13, 2020	

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

(Open to certificated and classified employees who meet the position requirements)

SENIOR DIRECTOR, SPECIAL EDUCATION

Division of Special Education, \$180,353, Senior Management Position, A Basis. For more information, contact **Yadira Soltero** at yadira.soltero@lausd.net. Application deadline is 5:00 p.m., Tuesday, December 3, 2019.

COORDINATOR, OPERATIONS SUPPORT SERVICES

Local District West, MST 43G, School Support Administrator, E Basis. For more information, contact **Ra'Daniel McCoy**, Administrator of Operations, at RaDaniel.McCoy@lausd.net. Application deadline is 5:00 p.m., Wednesday, December 4, 2019.

PRINCIPAL, ELEMENTARY

Vinedale Elementary Preparatory Academy, Local District Northeast, MST 40G, E Basis. For more information, contact **Joseph Prendez**, Director, at 818.252.5413. Application deadline is 5:00 p.m., Thursday, December 5, 2019.

ASSISTANT PRINCIPAL, SECONDARY

Narbonne High School, Local District South, MST 41G, B Basis. For more information, contact **Alma Kimura**, Community of Schools Administrator, at 310.354.3400. Application deadline is 4:30 p.m., Friday, December 6, 2019.

ASSISTANT PRINCIPAL, ELEMENTARY

Micheltorena Elementary School, Local District Central, MST 37G, B Basis. For more information, contact **Dr. Chiae Byun-Kitayama**, Director, at 213.241.0118. Application deadline is 5:00 p.m., Wednesday, December 4, 2019.

ASSISTANT PRINCIPAL, ELEMENTARY

Aragon Avenue and Bushnell Way Elementary Schools, Local District Central, MST 37G, B Basis. For more information, contact **Elizabeth Bernal** or **Titus Campos**, Directors, at 213.241.0118. Application deadline is 5:00 p.m., Tuesday, December 3, 2019.

ASSISTANT PRINCIPAL, ELEMENTARY

Martin Luther King, Jr. and Atwater STEAM Elementary Schools, Local District Central, MST 37G, B Basis. For more information, contact **Elizabeth Bernal** or **Francisco Gonzalez**, Directors, at 213.241.0118. Application deadline is 5:00 p.m., Friday, December 6, 2019.

Associated Administrators of Los Angeles

CERTIFICATED (Cont.)

SPECIALIST, PSYCHIATRIC SOCIAL WORKER

School Mental Health Special Education Program, Division of Student Health and Human Services, MST 37G, School Support Administrator, E Basis. For more information, contact Joel Cisneros, Director, at 213.241.3841. Application deadline is 5:00 p.m., Tuesday, December 3, 2019.

CLASSIFIED

(Open to certificated and classified employees who meet the position requirements)

ASSOCIATE STRATEGIC PLANNING SYSTEMS ENGINEER

Information Technology Division, \$127,296 - \$158,615, 12-month position. For more information, click [HERE](#). The application period is open until the position is filled.

SENIOR DATA STRATEGIST

Office of the Superintendent, \$121,900 - \$151,000, 12-month position. For more information, click [HERE](#). Application deadline is Monday, December 2, 2019.

SMALL BUSINESS MANAGER

Small Business Unit, Facilities Services Division, \$100,700 - \$124,800, 12-month position. For more information, click [HERE](#). Application deadline is Monday, December 9, 2019.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, K-12 ENGLISH LEARNER INSTRUCTION</i> MST 41G, E Basis	Local District Central	Raquel Piedrasanta, raquel.piedrasanta@lausd.net	5:00 p.m. Friday November 22, 2019
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 39G, B Basis	Griffith MS, Local District East	Lisa Davis, Director, 323.224.3100	5:00 p.m. Friday November 22, 2019
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis	Sylvan Park ES, Local District Northeast	Kyla Hinson, Director, 818.252.5426	5:00 p.m. Friday November 22, 2019
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 37G, B Basis	John Mack ES, Local District Central	Francisco Gonzalez, Director, 213.241.0118	5:00 p.m. Friday November 22, 2019
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 37G, B Basis	State St. ES, Local District East	José A. Hernandez, Director, 323.605.2968	5:00 p.m. Friday November 22, 2019
<i>COORDINATOR, ETHNIC STUDIES, HUMANITIES, AND RELATED SOCIAL SCIENCES</i> MST 41G, E Basis	Senior High Instruction, DOI	Kristina Flowers, kristina.flowers@lausd.net	5:00 p.m. Tuesday November 26, 2019
<i>SPECIALIST, STUDENT INFORMATION SYSTEMS, ADULT</i> MST 38G, A Basis	Division of Adult and Career Education	Alonzo Cienfuegos, Coordinator, 213.241.3150	5:00 p.m. Wednesday November 27, 2019

Associated Administrators of Los Angeles

CERTIFICATED POSITION	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	Augustus Hawkins HS CDAGS and CHAS, Local District West	Candice Waters, Director, 310.914.2100 or candice.waters@ lausd.net	5:00 p.m. Wednesday November 27, 2019
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DIRECTOR OF LABOR RELATIONS \$204,216 - \$217,428, 12-month position</i>	Office of the General Counsel	Click HERE	When Filled
<i>FACILITIES ASSET DEVELOPMENT DIRECTOR \$141,000 - \$175,000, 12-month position</i>	Facilities Services Division	Click HERE	When Filled
<i>DIRECTOR OF FACILITIES LEGISLATION, GRANTS, AND FUNDING \$117,000 - \$145,800, 12-month position</i>	Facilities Services Division	Click HERE	When Filled
<i>ADMINISTRATIVE SERVICES MANAGER \$110,600 - \$137,000, 12-month position</i>	Office of the Superintendent	Click HERE	When Filled
<i>BUILDING/CONSTRUCTION INSPECTOR \$109,200, 12-month position</i>	Inspection Department, FSD	Click HERE	When Filled
<i>DATA BASE ADMINISTRATOR \$101,147 - \$125,209, 12-month position</i>	Information Technology Division	Click HERE	When Filled
<i>ORACLE DEVELOPER \$105,600 - \$131,060, 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>SENIOR BUILDING PROJECT ESTIMATOR \$86,100 - \$107,300, 12-month position</i>	Facilities Services Division	Click HERE	When Filled