

UPDATE

www.aala.us

Week of June 8, 2020

A HARM TO ONE...

“A harm to one is a harm to all” has been the quintessential battle cry of one of our sister unions. The hypocrisy of them now turning their backs on their own sisters and brothers is ineffable and unfortunate. How can one union (United Teachers Los Angeles) opportunistically seize a moment of national grief and turmoil to call for the eradication of another sister union (Los Angeles School Police Department)? How can a brother from one union intentionally deny another brother the ability to put food on his family’s table? How can a sister union utterly turn its back on an ally in a post-Janus world? Only the UTLA Board of Directors “push[ing] for the elimination of police in schools...” and the UTLA brass know the answer.

Accolades go to the two sensible UTLA directors who voted against this most preposterous of propositions. May the voices of UTLA’s rank and file members not be suppressed and silenced like the national trends we are experiencing. The streets are talking and the rank and file members are exercising their professional courage by opposing the shortsightedness of their Board of Directors.

Moreover, the voices from AALA’s virtual field have been supportive and consistent:

Every aspect of my work throughout my career with LA Unified has involved the LASPD. As the largest school police department in the nation, LASPD is home to over 380 sworn personnel, 100 School Safety Officers, and about 50 civilian staff that together respond to over 130,000 calls for service from schools and community members each year. I am enraged that defunding and disbanding LASPD is even being considered at this time when the safety and well-being of our children and school communities should be at the forefront. I am enraged that this decision has been made so callously, without any consideration for the impact this will have on the work of administrators and educators in schools. It is because they exist, it is because they are present in and around our schools, working with students, meeting families, checking on their welfare, and investigating reports of threats and abuse to our children, that we as educators for LA Unified can do our work.

In the last 10 years, LASPD has made great strides in transforming their practice. They have received training on youth mental health first aid, trauma-informed practices, understanding mental health, working with children receiving special education services, and responding to threats and workplace violence situations, to name a few. This type of specialized training was purposeful and intentional. No other local law enforcement jurisdiction will be able to provide the trauma-informed, compassionate response with an understanding of working with students and our District policies the way LASPD will.

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HARM (Cont.)

I understand the importance of law enforcement reform and I too believe that systematic racism has to stop but getting rid of an asset to our students, particularly our black and brown, is not the answer and strips away a resource that has been able to model collaboration, trauma-informed response, and sensitivity to the unique needs of children.

Completely eliminating LASPD and instead using the money to fund “mental health, etc.,” does not get to the root of the issue. We must get to the core of the issue and that includes holding our school staff accountable for calling the police for incidents that are not related to criminal matters nor are a crisis.

This move to eliminate LASPD is detrimental and counterproductive in supporting and uplifting our youth. Instead, it will expose our children to local police departments who are not familiar with the resources within the District to assist a student and thus could lead to far more deadly outcomes for our students.

I am overwrought, gravely concerned, and infuriated by yet another attempt by those in leadership to commodify the pain of the African American community to push an agenda that predates their alleged acknowledgement of our struggle. The Los Angeles School Police Department is not now, nor has it ever been, the illness or the cure to the achievement gap between blacks and other minority groups, the low literacy among black students, the 50% graduation rate of African American seniors, the overrepresentation of black students in special education, the overrepresentation of black students in our suspension and expulsions data, or the overrepresentation of ED classifications and transfer of black students to nonpublic schools. While we can point the finger and state that the crime of LASPD is the disproportionate number of black students being detained and arrested by School Police officers, the true abuse, and the life-taking brutality, actually occurs at the hands of our broken school district, quick to blame and reluctant to address our own contributions to the underachievement and threat to life of black students.

I just heard that the Board of Directors at UTLA is in support of defunding School Police. I have also heard that they intend to speak to their members to get feedback on how they feel about this. I don't quite understand? How would most teachers know what the police do all day during school hours? The teachers are in their classrooms teaching during this time. If anyone should be asked about this, it should be the counselors, support staff, and administrators, who work with them side-by-side on a daily basis, and who know just how detrimental it would be to have School Police removed. On our campus for example, our School Police Officer has been nothing but supportive, of BOTH the school AND the students, providing guidance and support whenever needed. He is an integral member of the school community, not an outside entity looking in. His presence is not about black or white, red or yellow, it is about leadership, guidance, encouragement and most certainly staff and student safety, which from my understanding is and has always been the priority of both the District and the community; I know it is mine. Please help us with this, and at the least, take a survey of how the administrators feel and then move forward from there.

And lest someone wants to misconstrue this as an opportunity to start a battle of the unions, it is not. This is an opportunity to intensify our collective strength as sister unions through dialogue, empathy, and rationality. The move by UTLA can also be interpreted as a rallying cry to grow their union by cannibalizing others. What's next? Eliminating all administrators except those required by the

HARM (Cont.)

Education Code because we are the issue and only members of UTLA can best meet the needs of the District? Instead, we can work together toward achieving more promising practices, as one of our members suggests: *The fact is, until every staff member is trained on implicit bias, understands the manifestations of trauma, and realizes how racism shapes our appraisal of who should receive resources and who should not, defunding our Los Angeles School Police Department to expand such programs will be in vain.*

AALA has your back Los Angeles School Police Department!

AALA RUN-OFF ELECTION RESULTS

Two positions in the May election for members of AALA's Executive Board resulted in a run-off which was held June 2-9. The results are as follows:

Secondary Director

Dr. Alex Placencio – 58.37%

Rebecca McMurrin (write-in candidate) – .48%

Gilberto Samuel (write-in candidate) – .48%

Melanie Welsh – 40.67%

Unit J Vice President

Jose R. Gonzalez – 44.44%

Phyllis Lott – 50.51%

Oscar Marrufo (write-in candidate) – 5.05%

Congratulations to Dr. Alex Placencio and Phyllis Lott, who will be joining the previously announced winners as members of the 2020-2021 AALA Executive Board.

HEALTHCARE FAQs— CHANGES TO DISTRICT FLEXIBLE SPENDING ACCOUNTS

The following is a new FAQ issued by the District on Flexible Spending Accounts—Healthcare FSA and Dependent Care accounts:

Can employees either increase or decrease their Healthcare FSA election amounts due to COVID-19?

Yes. Due to guidance issued in May 2020, LAUSD's Healthcare Flexible Spending Account (FSA) is now allowing mid-year changes to employee's elections. From now until July 31, 2020, employees may choose to:

- Make a new Healthcare FSA election (if they previously declined)
- Revoke or reduce a previous Healthcare FSA election (limited to the 2020 FSA amount contributed or spent to date, whichever is greater)

FAQs (Cont.)

- Increase an existing Healthcare FSA election (up to total 2020 Healthcare FSA maximum of \$2,700)

Was there a change in product(s) eligible for Healthcare FSA reimbursement?

The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) was signed into effect on March 27, 2020, and expands the list of eligible items. Retroactive to January 1, 2020, the CARES Act allows participants to purchase the following items and services, pre-tax, using their FSA:

- Over-the-counter medicines (these treatments no longer require a prescription)
- Menstrual care products (e.g., pads, tampons, liners, and related items)

Please keep in mind that merchants will need some time to get their point-of-sale systems and inventory updated with the expansive list of more than 20K newly eligible products. Please save your receipts for manual claim submission and reimbursement in case your payment card does not work.

How does the closure of daycare institutions due to COVID-19 impact participants' dependent care contributions?

LAUSD's dependent care flexible spending account program (also known as a dependent care assistance program) is allowing changes to employees' elections for qualifying situations. Due to recent events, participants may be eligible to increase, decrease, or term their dependent care FSA elections for situations they may be experiencing, including:

- Change of daycare provider
- Cost of care changes (unless care provider is a relative)
- Need for care changes due to a job change or change of work hours

Employees typically have 30 days from the date of the event to submit their request. Employees should contact the District's Benefits Office for more information or to change elections.

Are payments to childcare providers that are closed/not providing services reimbursable from the participants' dependent care account?

This may qualify as a hold the spot fee or a deposit fee and be reimbursable. These fees are charged by a provider to hold a spot for a qualifying individual during a period when care is not needed (e.g. while an older child is home during a parent's maternity leave). It might qualify under the rules for indirect expenses if it must be paid in order to obtain care from the provider when care is resumed. However, the fee should not be reimbursed unless and until care with the provider is resumed. A deposit/hold the spot fee that is forfeited (e.g., because the employee uses a different provider) will not qualify for reimbursement.

Are manually submitted claims reimbursed via paper check or direct deposit?

Participants will receive reimbursements based on how they are set up within ConnectYourCare's (CYC) system for reimbursement, regardless of how they submit the claim. If they have elected direct deposit and entered their correct banking info, they will receive a direct deposit. If not, they will receive a live check.

FAQs (Cont.)

What is the average current lag time for receipt of the reimbursement via each method?

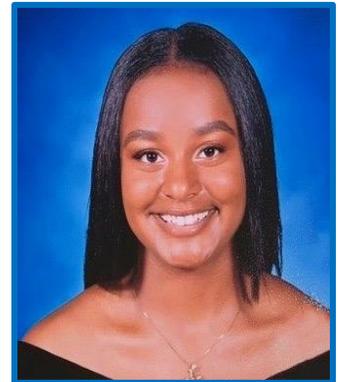
Once CYC receives the manual claim and it has been approved, the participant with direct deposit should receive the funds within three (3) business days, depending upon how quickly his/her bank posts those funds. Also, once a manual claim has been approved, a live check has to be generated and mailed. Therefore, the participant should expect to receive the check within 5-7 business days. The actual reimbursement is initiated the business day following the claim approval.

For questions and more information, employees should contact the District's Benefits Office at 213.241.4262.

2020 SCHOLARSHIP RECIPIENT

Thirty-two LAUSD seniors were each awarded a \$2250 Friends of AALA Scholarship this year. In normal times, we would have held a banquet and celebrated their achievements. However, due to the pandemic, the physical celebration was cancelled and so each week, we are featuring one of our scholarship recipients. We asked them to send us a picture and to let us know what they would have said if the awards banquet could have been held. Below is a response we received from **Candice Candler**, a graduate of Foshay Learning Center.

... In fall of 2020, I will be attending UC Los Angeles majoring in nursing. Firstly, I would like to thank my family and friends. I would not have accomplished this much without your support. Thank you to my principal and all the faculty and staff. Most importantly, thank you AALA. I feel very blessed and fortunate to have been selected to receive this scholarship. I plan to use my scholarship towards my cost of attendance. I hope that everyone continues chasing their dreams because that's exactly what I did and look where I am now — attending my dream school.



To learn about all of our scholarship recipients, please click [HERE](#).

ACSA ADMINISTRATORS OF THE YEAR AWARDS

You are invited to attend the virtual ceremony honoring ACSA Administrators of the Year on Wednesday, June 17, 2020, at 5:30 p.m. Please click the following link to join the Zoom celebration: <http://bit.ly/ACSA-R16>. You may also join by going to the Zoom website, <https://zoom.us>, and entering Meeting ID: 966 3695 1332 and Password: ACSA-R16.



**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 Masters' Degree in Educational Administration starting FALL 2020. The deadline to apply has been extended through August 1, 2020. The time is NOW to apply!

Classes begin the end of August, 2020.

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

**Please Join Us at Our Upcoming
Live ZOOM Informational Meeting and Q & A Session**

Tuesday, June 23, 2020, at 4:30 p.m.

RSVP to mariel.noyes@csun.edu for access to info session.

Please email Mariel Noyes at mariel.noyes@csun.edu if you wish to receive an information packet for Fall 2020 admission.

THE CONNECTED LEARNING ERA: MITIGATING THE COVID-19 LEARNING LOSS

Houghton Mifflin Harcourt is offering a resource summarizing “what works” in connecting educational technology with teaching and learning in both virtual and in-person classrooms. Please click [HERE](#) to view research-based practices for teaching and learning.



Over the past several weeks, we’ve been listening to leaders who are grappling with the learning loss their students face due to COVID-19. Looking toward next fall, many educators are asking, ***“How can I prepare my school to confront learning loss head-on?”***

The first step—and a major component of an effective ongoing plan for instructional recovery—is understanding where students are and what they need in order to achieve grade-level mastery. Of course, this is easier said than done. To understand these needs, a strong assessment strategy is essential. We want to share with you ANet’s position on the importance of an effective assessment strategy to diagnose, address, and monitor amplified learning loss in fall 2020 and beyond. Below you’ll find a quick overview of the three key principles in our new paper.

DOWNLOAD THE FULL PAPER

Join us for a free webinar, *Assessment Strategy in the Time of COVID-19*, on Tuesday, June 16, at 4:00 p.m. ET. Participants will be able to use three guiding principles to establish a strong assessment system for the coming school year. These principles will ensure you have critical data at your fingertips this spring as well as when planning to address amplified learning loss next school year. [Register today!](#)

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

DIRECTOR, A-G

Local District South, MST 45G, School Support Administrator, A Basis. For more information, contact **Pedro Garcia**, Administrator of Instruction, at 310.654.6400. Application deadline is 4:00 p.m., Thursday, June 25, 2020.

COORDINATOR, DISTRICT OPERATIONS SUPPORT SERVICES

Division of District Operations, MST 43G, School Support Administrator, A Basis. For more information, contact Division of District Operations at schooloperations@lausd.net. Application deadline is 5:00 p.m., Friday, June 19, 2020.

COORDINATOR, CENTRAL K-12 COUNSELING

Division of Instruction, MST 42G, School Support Administrator, A Basis. For more information, contact **Jesus Angulo** at jangulo@lausd.net. Application deadline is 5:00 p.m., Monday, June 22, 2020.

COORDINATOR, SCIENCE, TECHNOLOGY, ENGINEERING, ART, MATHEMATICS

Local District South, MST 41G, School Support Administrator, E Basis. For more information, contact **Pedro Garcia**, Administrator of Instruction, at 310.654.6400. Application deadline is 4:00 p.m., Monday, June 22, 2020.

PRINCIPAL, SECONDARY

Panorama High School, Local District Northeast, MST 46G, E Basis. For more information, contact **Pamela Damonte**, Director, at 818.252.5400. Application deadline is 5:00 p.m., Monday, June 22, 2020.

PRINCIPAL, ELEMENTARY

Chandler Elementary School, Local District Northeast, MST 41G, E Basis. For more information, contact **Maria Nichols**, Director, at 818.252.5400. Application deadline is 5:00 p.m., Thursday, June 25, 2020.

PRINCIPAL, ELEMENTARY

Fair Avenue Elementary School, Local District Northeast, MST 43G, E Basis. For more information, contact **Maria Nichols**, Director, at 818.252.5400. Application deadline is 5:00 p.m., Monday, June 22, 2020.

CERTIFICATED (Cont.)

PRINCIPAL, ELEMENTARY

Hazeltine Avenue Elementary School, Local District Northeast, MST 43G, E Basis. For more information, contact **Maria Nichols**, Director, at 818.252.5400. Application deadline is 5:00 p.m., Friday, June 19, 2020.

PRINCIPAL, CONTINUATION HIGH SCHOOL

Owensmouth High School, Local District Northwest, MST 38G, E Basis. For more information, contact **Mary Melvin**, Director, at 818.654.3600. Application deadline is 5:00 p.m., Tuesday, June 23, 2020.

ASSISTANT PRINCIPAL, SECONDARY

Stevenson College & Career Prep, Partnership for Los Angeles Schools, MST 40G, B Basis. For more information, contact **Margery Weller** at Margery.weller@partnershipla.org. Application deadline is 5:00 p.m., Friday, June 25, 2020.

ASSISTANT PRINCIPAL, SPECIAL EDUCATION

Carlson Home Hospital School, Local District Northeast, MST 38G, B Basis. For more information, contact **Pamela Damonte**, Director, at 818.252.5400. Application deadline is 5:00 p.m., Tuesday, June 23, 2020.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Jordan High School, Partnership for Los Angeles Schools, MST 40G, B Basis. For more information, contact **Margery Weller** at Margery.weller@partnershipla.org. Application deadline is 5:00 p.m., Friday, June 25, 2020.

ASSISTANT PRINCIPAL, ELEMENTARY

City Terrace Elementary School, Local District East, MST 37G, B Basis. For more information, contact **Ricardo Tapanes**, Director, at 213.760.4418 or rx5922@lausd.net. Application deadline is 5:00 p.m., Tuesday, June 23, 2020.

SPECIALIST, CAREER TECHNICAL EDUCATION – LINKED LEARNING

Division of Instruction, MST 38G, School Support Administrator, two positions – one on E Basis and one on B Basis. For more information, contact **Elizabeth Petito** at elizabeth.petito@lausd.net. Application deadline is 5:00 p.m., Thursday, June 25, 2020.

SPECIALIST, INSTRUCTIONAL LEADERSHIP SUPPORT

Access, Equity, and Acceleration Unit, Division of Instruction, MST 38G, School Support Administrator, E Basis. For more information, contact **Myrtis Williams** at myrtis.williams@lausd.net. Application deadline is 5:00 p.m., Tuesday, June 23, 2020.

Associated Administrators of Los Angeles

CLASSIFIED

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

SENIOR EXECUTIVE, IT INFRASTRUCTURE

Information Technology Division, \$160,400 - \$199,900, 12-month position. For more information, click [HERE](#). Application deadline is Friday, June 19, 2020.

DEPUTY CHIEF FINANCIAL OFFICER

Office of the Chief Financial Officer, \$205,574 - \$217,191, 12-month position. For more information, click [HERE](#). Application deadline is Monday, June 15, 2020.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Grant ES, Local District West	Autri Streeck, Director, 310.914.2100	5:00 p.m. Friday June 12, 2020
<i>LEAD COORDINATOR</i> MST 43G, A Basis	Operations Support Services, Local District Central	Teri Landázuri, Administrative Asst., teresa.landazuri@lausd.net	5:00 p.m. Monday June 15, 2020
<i>SPECIALIST, TALENT ACQUISITION</i> MST 38G, A Basis	Certificated Recruitment and Selection, HRD	Dr. Bryan Johnson, Director, bryan.johnson@lausd.net	5:00 p.m. Monday June 15, 2020
<i>SPECIALIST, UNIFIED ENROLLMENT PROJECT/DUAL LANGUAGE PROGRAMS</i> MST 38G, E Basis	Multilingual & Multicultural Ed. Dept., DOI	Franz Foldvary, franz.foldvary@lausd.net	4:00 p.m. Monday June 15, 2020
<i>PRINCIPAL, SECONDARY</i> MST 45G, E Basis	Dana MS, Local District South	Lou Mardesich, Community of Schools Administrator, 310.654.6400	4:00 p.m. Tuesday June 16, 2020
<i>PRINCIPAL, SECONDARY SMALL SCHOOL</i> MST 42G, E Basis	University Pathways Medical Magnet HS, Local District South	Myrna Brutti, Executive Director, 310.354.3400	5:00 p.m. Tuesday June 16, 2020
<i>COORDINATOR, WORLD LANGUAGES AND CULTURES</i> MST 41G, E Basis	Multilingual & Multicultural Ed. Dept., DOI	Franz Foldvary, franz.foldvary@lausd.net	4:00 p.m. Tuesday June 16, 2020

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, EIS</i> MST 38G or 37G, depending on site, B Basis, two vacancies	Local District Northeast	Alesha Haase , Administrator, 818.686.4400 or alesha.haase@lausd.net	5:00 p.m. Tuesday June 16, 2020
<i>SPECIALIST</i> MST 38G, A Basis, two positions	Charter Schools Division	Dr. Robert Perry , Administrative Coordinator, charterschools@lausd.net	3:00 p.m. Tuesday June 16, 2020
<i>SPECIALIST, CAREER LADDER</i> <i>(NURSING EMPHASIS)</i> MST 41G, E Basis	Certificated Workforce Management, HRD	Dr. Bryan Johnson , Director, bryan.johnson@lausd.net	5:00 p.m. Tuesday June 16, 2020
<i>COORDINATOR</i> MST 43G, E Basis	Operations Support Services, Local District South	Lynette Cortinas , lynette.cortinas@lausd.net	5:00 p.m. Wednesday June 17, 2020
<i>SPECIALIST, BEHAVIOR</i> <i>INTERVENTION</i> MST 38G, B Basis	Charter Operated Prog., Division of Special Ed.	Dixon Deutsch , Director, dixon.deutsch@lausd.net	5:00 p.m. Wednesday June 17, 2020
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PROGRAM AND POLICY</i> <i>DEVELOPMENT ADVISOR</i> \$121,900 - \$151,000, 12-month position	Office of the Deputy Supt., Business Services and Operations	Click HERE	Friday June 19, 2020
<i>BUILDING PROJECT ESTIMATOR</i> \$73,400 - \$91,500, 12-month position	Facilities Services Division	Click HERE	Friday June 19, 2020
<i>FACILITIES ASSET DEVELOPMENT</i> <i>DIRECTOR</i> \$141,000 - \$175,000, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>DIRECTOR OF FACILITIES</i> <i>LEGISLATION, GRANTS, FUNDING</i> \$117,000 - \$145,800, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>BUILDING/CONSTRUCTION</i> <i>INSPECTOR</i> \$109,200, 12-month position	Inspection Department, FSD	Click HERE	When Filled

Associated Administrators of Los Angeles

CLASSIFIED POSITION	LOCATION	CONTACT	DEADLINE
<i>DATA BASE ADMINISTRATOR ORACLE</i> \$107,307 - \$132,800, 12-month position	Information Technology Division	Click HERE	When Filled