

Week of July 27, 2020

WHAT HAVE YOU DONE FOR ME, LATELY?

May 23, 2020

Dear Mr. Flecha:

After reading your post in the last newsletter referencing the report that 42% of current principals are considering leaving their jobs due to heavy workloads, low pay and lack of autonomy, I have to wonder how AALA is working with the District to improve working conditions for principals. It seems every week I read in your newsletter the same anonymous letters reporting how so many principals are overworked, overwhelmed and mistreated.

These complaints usually land on deaf ears, as things

just seem to be getting worse. Now the District is reorganizing to community-based local districts, which will result in more senior administrators and support staff creating more work for principals. When are principals going to stop being the hard labor for the District just so everyone who doesn't work at a school site can justify their jobs? How is this repurposed idea going to benefit principals, teachers and students at the school site?

If you really want to support principals, work toward giving every school an assistant principal, increased pay and more autonomy, and maybe we'd complain a little less. But DO SOMETHING! What's most disturbing is that principals have been reduced to writing anonymous complaint letters to AALA (in fear of retaliation from the District) as the only way of being heard. What a sad state of affairs.

Another anonymous letter from a principal

cc: Superintendent Beutner

Dear Another Anonymous Principal:

I want to thank you for your thoughtful insights and feedback; and apologize for the delayed response. The AALA bargaining team, like you, has been working assiduously on proposals to address the very same issues you raise and others.

I hope the side letters the bargaining team negotiated for our certificated and classified members is proof positive I AM DOING SOMETHING! (Click HERE for Unit J and HERE for certificated.) Please note

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WHAT HAVE YOU DONE? (Cont.)

that certificated members will receive the negotiated stipend on September 4, 2020. Classified members will receive their stipend on September 30, 2020.

Please keep in mind that AALA's bargaining team (**Dr. Rafael Gaeta**, Secondary Vice President, **Kevin Kilpatrick**, Vice President School Support Administrators, **Phyllis Lott**, Unit J Vice President, **Nery Paiz**, Elementary Vice President, **Martha Peralta**, Adult Vice President, **Dr. Judith Perez**, Lead Negotiator) asked for the proverbial "rack of lamb" based on the hundreds of emails, texts, and phone calls members have been sharing with me. The all-consuming work hours, the challenges of leading virtually, the District hobbling administrators to effectively monitor instruction remotely are just the tip of the iceberg! This and then some were captured in our association's initial proposals to the District (click here: <u>AALA PROPOSAL</u>). Needless to say, the District's bargaining team butchered our proposal to the bone.

Nonetheless, your letter redoubles my efforts to continue fighting for what is just and fair for every administrator we represent. Please know that I, along with the AALA bargaining team, am ready, willing, and able to return to the bargaining table as soon as possible to continue negotiating "an assistant principal for every school, increased pay, and more autonomy," in addition to meeting the needs of our members in our departments: Elementary, Secondary, School Support Administrators, Adult, Unit J, Early Education.

In the meantime, it is incumbent upon members to continue objecting, not just anonymously and only to AALA, but vocally to District leadership and the Board of Education. Exercise your professional courage muscle and raise your voice. I think transformational and long-lasting positive changes will occur only when every member asserts their rights as individuals by outspokenly speaking truth to power, fully knowing what the consequences might be. Think about this. There is power in numbers — if every one of you stepped out and spoke your truth, would it be feasible for the District to retaliate against thousands of employees?

I have made it my mission to speak loudly and clearly on behalf of members, irrespective of the consequences, and it has cost me dearly, professionally speaking. That story is for another time; I just may share it with you as I exit stage left on Wednesday June 30, 2021.

PROPOSITIONS ON THE NOVEMBER BALLOT

Twelve propositions for the November ballot were recently announced by California Secretary of State **Alex Padilla**. Eight were the result of voter petitions and four have been proposed by the State Legislature. They include proposals related to ending affirmative action, changes to property taxes, allowing 17-year-olds to vote, rent control, and consumer privacy. Click <u>HERE</u> to read the article in the *Los Angeles Times* that summarizes the propositions.

HEALTHCARE FAQs— FUNDS LEFT IN YOUR 2019 FLEXIBLE SPENDING ACCOUNT(S)?

Due to the economic and social disruption caused by the Covid-19 pandemic, the IRS has loosened employer guidelines for Health Care and Dependent Care Flexible Spending Accounts (FSAs). Following is a summary of the changes now in place for LAUSD employees.

2019 Claims Deadline Extended to October 31, 2020

- This new date is the second extension for submitting claims incurred between January 1, 2019 and March 15, 2020. The District recently emailed employees if funds remained in their 2019 account(s). If you are unsure and wish to check your balance, call ConnectYourCare at 877.292.4040, or check online at www.connectyourcare.com.
- There are multiple ways to submit claims:
 - 1. Online claim submission at www.connectyourcare.com
 - 2. Mobile claim submission (download CYC Mobile)
 - 3. Paper claim submissions—for the Health Care FSA claim form, click <u>HERE</u>; for the Dependent Care FSA claim form, click <u>HERE</u>.

Changes to the 2020 Flexible Spending Account

- You may still enroll in a 2020 Health Care FSA until July 31, 2020. For the FSA enrollment form, click HERE.
- You may make a midyear change and adjust your 2020 FSA amount due to the pandemic. To make a change, complete the <u>FSA change form</u> and submit to Benefits Administration.
- You may purchase over-the-counter medicines without a prescription. Check your favorite retailer such as CVS, Target, Walgreens, Amazon, or others, for lists of FSA-eligible products.
- Menstrual care products (e.g., pads, tampons, liners, and related items) may now be claimed.

Changes to the 2020 Dependent Care Account

- You may still enroll in a 2020 Dependent Care FSA until July 31, 2020. For the FSA enrollment form, click HERE.
- You may make a midyear change and adjust your 2020 DCA amount if you have a qualifying event due to the pandemic. An eligible event, for example, may be a change in your need for care, change of day care providers, daycare/summer camp shutdowns, or another pandemic-related reason. To make a change, complete the <u>FSA change form</u> and submit to Benefits Administration.

Health Care/Dependent Care FSA Resources

- <u>ConnectYourCare Mobile</u> The *myCYC* mobile app offers a convenient way to check your balance, review payments, request a payment, upload a receipt image, view eligible expenses, and/or call customer service. Download the app for iOS from the App Store, or for Android, at Google Play.
- <u>LAUSD 2020 FSA Newsletter</u> This newsletter provides information on FSA account limits, eligible and ineligible expenses, accessing funds, making claims, and other details.

FAQs (Cont.)

• <u>FAQs for 2020 Healthcare FSAs and Dependent Care Accounts</u> – These FAQs specify the changes for 2020. They may not yet reflect the newest information about the October 31, 2020, extension deadline to submit claims for 2019.

For other information or questions regarding your health benefits, go to the District Benefits Administration website at https://achieve.lausd.net/Page/5244 or contact customer service at 213.241.4262.

COVID-19 RESOURCES

Below are links to COVID-19 resources available from all of the District's relevant providers.

Anthem: https://www.anthem.com/ca/coronavirus/

Health Net: https://healthnet.com/portal/home/content/iwc/home/articles/Important_Notices.action

Hometown Health: https://www.hometownhealth.com/covid-19-information/

Kaiser: https://kp.org/coronavirus

Delta Dental: <a href="https://www.deltadentalins.com/about/pressroom/2020/a-message-to-delta-dental-delta-dental-delta-de

enrollees-about-coronavirus.html

United Concordia: https://www.unitedconcordia.com/dental-insurance/home/coronavirus/

Western Dental: https://www.westerndental.com/en-us



Congratulations to Legacy Visual and Performing Arts High School (**Dr. Edward Trimis**, Principal) students, **Clarissa Gaeta** and **Nathalie Moreno** who were featured in ACSA's *EdCal* journal. The story shared the writing team's success in ShowSearch competition this past fall. Both students are in VAPA's Writing for Musicals class taught by **Stacie Craig**. Please click **HERE** to read the article.

PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT BRANCH

IDENTIFICATION OF STAFF TO BE EVALUATED IN 2020-21

Principals must indicate in the My Professional Growth System platform (MyPGS) which staff members will be evaluated this school year using Educator Development and Support: Teachers (EDST), Educator Development and Support: Non-Classroom Teachers (EDSNCT), Educator Development and Support: School Leaders (EDSSL), and Educator Development and Support: Counselors (EDSC). Refer to the <u>frequency of evaluation policy</u> and <u>MyTeam reports</u> to ensure all staff are evaluated within District guidelines.

PLLD (Cont.)

Staff members who are scheduled for evaluation must be notified by their administrator; MyPGS does not generate a notification email. Teachers and counselors may be notified now or in the fall semester, but before September 18, 2020, the contractual deadline for notification. Template language to notify staff, as well as other EDST, EDSNCT, and EDSC resources, is available in the EDS Planning and Preparation Administrator Handbook. Additional resources for administrators, teachers, and counselors to plan and prepare for evaluation are available in MyPGS. If you have any questions, please contact Jeff White or Nancy Concha.

NBC TEACHERS PROVIDE EDST SUPPORT

Do you have a National Board Certified Teacher on your campus? NBCTs have the opportunity to support their colleagues through the evaluation process. They can explain the steps of the evaluation process, provide technical support with the MyPGS platform, advise other teachers during the composition of the Initial Planning Sheet, and even assist with lesson planning. Send this document to share the information with your NBC teacher. A three-hour training is available for NBCTs supporting EDST; registration is via MyPLN. Questions? Contact Silvia Rubalcava or Nancy Concha.

FIVE MISCONCEPTIONS ABOUT ACCREDITATION

Every year, several District high schools go through the accreditation process from the Western Association of Schools and Colleges. But did you know that high school accreditation varies by state with fewer than half requiring public schools to be accredited and none mandating accreditation for private schools? While LAUSD provides support to schools undergoing accreditation, many administrators face their upcoming accreditation visit with trepidation and anxiety. The leaders of two of the four accrediting agencies in the country share some of the common misconceptions about accreditation in an attempt to allay some of the angst school staffs feel. Click HERE for the article.

2020 SCHOLARSHIP RECIPIENT

Thirty-two LAUSD seniors were each awarded a \$2250 Friends of AALA Scholarship last May. In normal times, we would have held a banquet and celebrated their achievements. However, due to the pandemic, the physical celebration was cancelled. We asked the recipients to send us a picture as well as let us know what they would have said if the awards banquet could have been held. Following is a response we received from **Carlos Ramirez-Sanchez**, a graduate of South Gate High School.

I would like to take this opportunity to give thanks to the person who stepped up and became a mother for me and my brothers. My grandmother became the reason why I am here today writing this letter and preparing to start my first year at University of La Verne. Her love, support, and encouragement fueled my ambition to become a neurosurgeon and specialize in familial Alzheimer's disease to someday create a cure or treatment for this horrible neurodegenerative disease. I would also like to extend my greatest gratitude to the faculty and staff at South Gate High School. The staff has not only built a safe learning environment but a family where every single student can rely on at least one trusted adult. I

RECIPIENT (Cont.)



want to personally thank my ninth grade English and AP Seminar teacher, Ms. L. Murillo, for always making herself available when I needed to talk to someone. When it comes to counselors, Mr. Gallardo and Ms. Kodama have gone above and beyond to ensure that I was always on top of everything I had to do. They have explained and showed me how it is possible to become physician and a representative of my community. Most importantly, I would like to thank the Friends of AALA for making this scholarship possible and giving me \$2,250 that I will use to purchase a new laptop for college.

To learn about all of our scholarship recipients, please click <u>HERE</u>. Please consider supporting outstanding graduates like Carlos by donating to the Friends of AALA Scholarship Fund.

The scholarships are 100% funded by the contributions of members, friends, and sponsors and are fully tax- deductible. Active and retired members can make a one-time tax-deductible donation by clicking HERE. Active members also have the option of joining the AALA Angels and making a monthly \$5 (or more) donation. Simply click HERE to complete the necessary paperwork to become an angel. Checks payable to Friends of AALA can be mailed to the AALA office at 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026. If you wish to donate by credit card, please call the AALA office at 213.484.2226.



MAY M. ARAKAKI—Former principal at Fourth Street and Hoover Street elementary schools and Logan Academy of Global Studies. Ms. Arakaki retired from the District on July 1, 2009, and passed away on July 3, 2020. The family requests that donations in her honor be made to the Alliance of Asian Pacific Administrators (www.aapa-lausd-ca.schoolloop.com), City of Hope (www.cityofhope.org), or Little Tokyo Service Center (www.ltsc.org).

TRACIE BRYANT—Former principal of Saturn Street and Ambler Avenue elementary schools and assistant principal at Magnolia Avenue Elementary School. Ms. Bryant retired from the District on July 1, 2020, and passed away on July 9, 2020. Condolences may be sent to her family at 4839 Presidio Dr., Los Angeles, CA 90043. Memorial donations to support her son, **Cole Bryant Holden**, may be sent to the same address. Please make checks for Cole payable to **Eva Bryant**, Ms. Bryant's mother.

WILLA DAVIS—Former principal at Saturn Street and Sixth Avenue elementary schools and assistant principal at Twenty-Fourth Street and Parmelee Avenue elementary schools. Ms. Davis retired from the District in 1991 and passed away on June 1, 2020.

DR. PAUL POSSEMATO—Former assistant superintendent of Professional Development Branch, Policy Implementation and Evaluation Branch, and Senior High Schools Division; director of instruction; principal of Garfield High School and Griffith Middle School; and assistant principal of

IN MEMORIAM (Cont.)

Cochran Middle School. Dr. Possemato left the District in 1991 to become superintendent of Laguna Beach Unified School District followed by two terms as superintendent of Inglewood Unified School District. He passed away on June 11, 2020. For information on planting a tree in his memory, please click HERE.



YOU ARE INVITED TO JOIN US

Scott Schmerelson's Birthday Party

Saturday, July 25 4:00 - 6:00 PM

RSVP FOR ZOOM LINK

E-mail scott@scott4lausd.com or text (818) 324-8327

Join us in celebrating the birthday of a true advocate for public education. Now more than ever experience matters.

Paid for by Schmerelson School Board 2020 – General (ID # 1425925) 419 N. Larchmont Blvd. #37, Los Angeles, CA 90004 Additional information available at Ethics.lacity.org

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://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

PRINCIPAL, SECONDARY

Gardena High School, Local District South, MST 46G, E Basis. For more information, contact **Rosemarie Martinez**, Community of Schools Administrator, at 310.354.3400. Application deadline is 3:30 p.m., Friday, July 31, 2020.

PRINCIPAL, SECONDARY

Vista Middle School, Local District Northeast, MST 45G, E Basis. For more information, contact **Kyla Hinson**, Community of Schools Administrator, at 818.252.5400 or khinson@lausd.net. Application deadline is 5:00 p.m., Friday, July 24, 2020.

PRINCIPAL, ELEMENTARY

Columbus Avenue Elementary School, Local District Northeast, MST 41G, E Basis. For more information, contact Joseph Prendez, Director, at 818.252.5400 or jap1458@lausd.net. Application deadline is 5:00 p.m., Tuesday, July 28, 2020.

PRINCIPAL, ELEMENTARY

Rio Vista 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., Monday, July 27, 2020.

PRINCIPAL, CONTINUATION HIGH SCHOOL

John Hope High School, Local District South, MST 38G, E Basis. For more information, contact **Dr. Robert Whitman**, Community of Schools Administrator, at robert.whitman@lausd.net or 310.354.3400. Application deadline is 3:00 p.m., Wednesday, August 12, 2020.

ASSISTANT PRINCIPAL, SECONDARY

Patrick Henry Middle School, Local District Northwest, MST 40G, B Basis. For more information, contact **Dr. Donna Gilliland**, Community of Schools Administrator, at dgilland@lausd.net or 818.654.3600. Application deadline is 5:00 p.m., Friday, July 24, 2020.

CERTIFICATED (Cont.)

ASSISTANT PRINCIPAL, SECONDARY

Panorama High School, Local District Northeast, MST 40G, B Basis. For more information, contact **Dr. Rafael Gaeta**, Lead Director, at 818.252.5400. Application deadline is 3:00 p.m., Wednesday, August 5, 2020.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Verdugo Hills High School, Local District Northeast, MST 40G, B Basis. For more information, contact **Carmina Nacorda**, Community of Schools Administrator, at 818.252.5400 or cnn1617@lausd.net. Application deadline is 5:00 p.m., Friday, July 24, 2020.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

George De La Torre, Jr., STEM and Magnet Academy, Local District South, MST 39G, B Basis. For more information, contact David Kooper, Community of Schools Administrator, at 310.354.3400. Application deadline is 3:30 p.m., Friday, July 31, 2020.

ASSISTANT PRINCIPAL, ELEMENTARY

Parmelee Avenue Elementary School, Local District South, MST 38G, B Basis. For more information, contact **Dr. Reginald Sample**, Community of Schools Administrator, at 310.354.3400 or reginald.sample@lausd.net. Application deadline is 3:00 p.m., Wednesday, August 5, 2020.

ASSISTANT PRINCIPAL, ELEMENTARY

Warner Avenue Elementary School, Local District West, MST 38G, B Basis. For more information, contact Joyce Dara, Community of Schools Administrator, at jdara@lausd.net. Application deadline is 5:00 p.m., Tuesday, July 28, 2020.

ASSISTANT PRINCIPAL, ELEMENTARY

Morris K. Hamasaki Elementary School, Local District East, MST 37G, B Basis. For more information, contact **Dr. Lourdes Ramirez-Ortiz**, Community of Schools Administrator, at 323.224.3100 or l.ramirezortiz@lausd.net. Application deadline is 5:00 p.m., Wednesday, July 29, 2020.

ASSISTANT PRINCIPAL, ELEMENTARY INSTRUCTIONAL SPECIALIST

Local District Northeast, MST 37G or 38G, depending on site, B Basis. For more information, contact **Alesha Haase**, Administrator, at 818.686.4400 or <u>alesha.haase@lausd.net</u>. Application deadline is 5:00 p.m., Friday, July 31, 2020.

ASSISTANT PRINCIPAL, SPECIAL EDUCATION

Lokrantz Special Education Center, Local District Northwest, Division of Special Education, MST 37G, B Basis. For more information, contact Ryan Morse, Principal, at 818.886.8980 or ryan.morse@lausd.net or Lisa Kendrick, Special Education Administrator, at lisa.kendrick@lausd.net. Application deadline is 5:00 p.m., Tuesday, July 28, 2020.

CERTIFICATED (Cont.)

DIRECTOR, MIDDLE SCHOOL INSTRUCTION

Division of Instruction, MST 46G, School Support Administrator, A Basis. For more information, contact **Christine Vega** at christine.vega@lausd.net. Application deadline is 5:00 p.m., Wednesday, August 5, 2020.

COORDINATOR, K-12 COUNSELING

Local District West, MST 42G, School Support Administrator, A Basis. For more information, contact **Karen G. Long**, Administrator of Instruction, at 310.914.2100. Application deadline is 4:00 p.m., Friday, July 24, 2020.

COORDINATOR, ELEMENTARY MATHEMATICS

Local District Central, MST 41G, School Support Administrator, E Basis. For more information, contact **Raquel Piedrasanta** at raquel.piedrasanta@lausd.net. Application deadline is 5:00 p.m., Friday, July 24, 2020.

COORDINATOR, STUDENT HEALTH AND HUMAN SERVICES

Local Districts Central and Northwest, Division of Student Health and Human Services, MST 39G, School Support Administrator, E Basis, two positions. For more information, contact Yamilet Renderos at yamilet.renderos@lausd.net. Application deadline is 5:00 p.m., Friday, July 31, 2020.

COORDINATOR, STUDENT MEDICAL SERVICES

Division of Student Health and Human Services, MST 39G, School Support Administrator, A Basis. For more information, contact **Yamilet Renderos** at yamilet.renderos@lausd.net. Application deadline is 5:00 p.m., Wednesday, August 5, 2020.

FIELD COORDINATOR. PUPIL SERVICES AND ATTENDANCE

Local District West, Division of Student Health and Human Services, MST 39G, School Support Administrator, E Basis. For more information, contact Yamilet Renderos at yamilet.renderos@lausd.net. Application deadline is 5:00 p.m., Monday, July 27, 2020.

SPECIALIST, LEAST RESTRICTIVE ENVIRONMENT

Local District East, Division of Special Education, MST 38G, School Support Administrator, B Basis. For more information, contact Janet Montoya, Special Education Administrator, at janet.montoya@lausd.net. Application deadline is 4:00 p.m., Wednesday, July 29, 2020.

SPECIALIST, SPECIAL EDUCATION SERVICE CENTER, OPERATIONS

Division of Special Education, MST 38G, School Support Administrator, E Basis. For more information, contact **Katherine Trainor** at <u>katherine.trainor@lausd.net</u>. Application deadline is 5:00 p.m., Friday, July 31, 2020.

SPECIALIST

Office of Transition Services, Division of Special Education, MST 38G, School Support Administrator, B Basis. For more information, contact Jaclyn Tolj at jaclyn.tolj@lausd.net. Application deadline is 5:00 p.m., Monday, July 27, 2020.

CERTIFICATED (Cont.)

SPECIALIST, SCHOOL MENTAL HEALTH

Local District Central, Division of Student Health and Human Services, MST 37G, School Support Administrator, E Basis. For more information, contact Yamilet Renderos at yamilet.renderos@lausd.net. Application deadline is 5:00 p.m., Wednesday, July 29, 2020.

CLASSIFIED

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

CONTROLLER

Accounting and Disbursements Division, \$156,708 - \$195,223, 12-month position. For more information, click <u>HERE</u>. Application period is open until the position is filled.

DEPUTY BUDGET DIRECTOR

Budget Services and Financial Planning Division, \$121,900 - \$151,000, 12-month position. For more information, click HERE. Application deadline is Thursday, July 30, 2020.

SENIOR CONTRACT ADMINISTRATION MANAGER

Facilities Contracts Branch, Facilities Services Division, \$112,100 - \$138,800, 12-month position. For more information, click HERE. Application deadline is Monday, August 10, 2020.

HUMAN RESOURCES SPECIALIST III

Personnel Research and Analysis Unit, Human Resources Division, \$79,000 - \$98,500, 12-month position. For more information, click HERE. Application deadline is Monday, August 3, 2020.

GRANT AND FUNDING SPECIALIST

Facilities Services Division and Information Technology Division, \$65,600 - \$81,700, 12-month position, two vacancies. For more information, click <u>HERE</u>. Application deadline is Wednesday, July 29, 2020.

PREVIOUSLY ANNOUNCED POSITIONS

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
FACILITIES ASSET DEVELOPMENT	Facilities	Click <u>HERE</u>	When Filled
DIRECTOR	Services		
\$141,000 - \$175,000, 12-month	Division		
position			
DIRECTOR OF FACILITIES	Facilities	Click <u>HERE</u>	When Filled
LEGISLATION, GRANTS, FUNDING	Services		
\$117,000 - \$145,800, 12-month	Division		
position			
BUILDING/CONSTRUCTION	Inspection	Click HERE	When Filled
INSPECTOR	Department,		
\$109,200, 12-month position	FSD		

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