

UPDATE

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Week of September 14, 2020

NEGOTIATIONS UPDATE 2020

The AALA Bargaining Team (**Dr. Judith Perez**, Lead Negotiator, **Dr. Ayanna Davis**, VP–ECE, **Kevin Kilpatrick**, VP–SSA, **Phyllis Lott**, VP–Unit J, **Nery Paiz**, VP–Elementary, **Juan A. Flecha**, President) concluded negotiating side letters for AALA certificated and Unit J yesterday afternoon.

The side letters and the Memorandum of Understanding Concerning Educator Development and Support: School Leaders, 2020-2021 are being signed today and will be emailed to members as soon as both signatures are received.

The side letter for Unit J members includes the following:

All Unit J members who were working on or otherwise unable to attain all required courses in the Future Ready Certification shall be provided one week from the signing of this document to complete the FRC.

One of the many hot topics for certificated members is the issue of evaluations for the 2020 school year. AALA's initial proposal was for **no** AALA member to be evaluated during the 2020 - 2021 school year. AALA and the District countered back-and-forth during the four plus weeks of negotiations and settled on the language below on Wednesday, September 9, 2020:

To ensure that new administrators receive coaching, actionable feedback, and have opportunities to reflect on their practice, all school site administrators earning permanency in their class will be evaluated. School support administrators serving in the first year in their position will participate in the evaluation process during the 2020-21 school year. All other permanent administrators will not be evaluated this year.

Administrators whose evaluations are still conducted using the Stull process on MyPGS (e.g., APEISs, District and Local District school support administrators) will continue to use the Stull evaluation with no changes in requirements.

The bargaining team was also able to negotiate the reduction of focus elements and wishes to thank Human Resources and Labor Relations for accepting AALA's initial proposal of two elements instead of five, as follows:

- *One element to be identified by the District on a Districtwide basis; and*

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- *One cooperatively established element; the determination of the selection is intended to be reflective of the administrator's needs and level of experience, and to be cooperatively established by the administrator and evaluator (pursuant to Art. VII, Sec. 2.0).*

The elements listed below are some of the more important and vital levers that members are managing daily to make instruction happen and the association recommends the selection of one of them as the cooperatively established element:

- Standard 2: Change Management
- Standard 5: Family and Community Engagement
- Standard 6: Systems and Operations

L.A. COUNTY ALLOWS SCHOOLS TO OPEN FOR SPECIFIC SERVICES

The information below was taken from the County of Los Angeles Public Health Department's website, Reopening Protocols for K-12 Schools: Appendix T1

Schools in Los Angeles County may reopen for in-person instruction to provide specialized services for students with IEPs and students who are English language learners, as well as ECE licensed child care and day care for school-aged children with proper licensure or waiver from Community Care Licensing (CCL). Employees and staff may report to school campus for work in order to support essential operations, implementation of remote learning, and, starting September 14, 2020, to serve children who qualify for specialized services.

Both types of programming must be provided to children either individually or in cohorts. Key elements of cohorting for both types of program are as follows.

- A cohort is defined as a stable group of no more than twelve children or youth and no more than two supervising adults (who do not physically interact with other cohorts) in a supervised environment in which
 - supervising adults and children stay together for all activities (e.g., meals, recreation, etc.), and avoid contact with people outside of their group in the setting and
 - the overall number of students present on-site does not exceed 10% of total student body at any one time.
- Students who are part of a cohort may leave the cohort for receipt of additional services, such as
 - occupational therapy services
 - speech and language services
 - other medical services
 - behavioral services
 - assessments
 - educational support services as part of a targeted intervention strategy
- The above services must be provided one-on-one by the appropriate specialist in a secure space that is apart from all other people.

REOPENING (Cont.)

- No child may be part of more than one cohort.

Schools that reopen must agree to cooperate with the Department of Public Health (DPH) regarding screening, monitoring and documentation that will be required to permit careful scrutiny of health outcomes associated with this initial period of expansion. These five key areas must be addressed and submitted to DPH as schools/districts develop reopening protocols:

- (1) Workplace policies and practices to protect employee and student health
- (2) Measures to ensure physical distancing
- (3) Measures to ensure infection control
- (4) Communication with employees, students, families of students, and the public
- (5) Measures to ensure equitable access to critical services.

HEALTHCARE FAQs— FOOD SAFETY DURING POWER OUTAGES

The current heat wave in California is producing high temperatures that may result in power outages and rolling blackouts that can affect the safety of foods stored at home. The U.S. Department of Agriculture's (USDA) [Food Safety and Inspection Service](#) (FSIS) has issued the following recommendations on preparedness for potential blackouts:

Steps to follow in advance of losing power:

- Keep appliance thermometers in refrigerators and freezers to ensure temperatures remain food safe during a power outage. Safe temperatures are 40 degrees Fahrenheit or lower in the refrigerator; 0 degrees Fahrenheit or lower in the freezer.
- Freeze water in one-quart plastic storage bags or small containers. These containers are small enough to fit around the food in the refrigerator, freezer, or coolers to help keep it cold if a blackout occurs. Remember, water expands when it freezes, so don't overfill the containers.
- Freeze refrigerated items, such as leftovers, milk, and fresh meat and poultry that you may not need immediately—this helps keep them at a safe temperature longer.
- Know where you can get dry ice or blocks of ice.
- Have coolers on hand to keep refrigerator food cold if the power will be out for more than four hours.
- Group foods together in the freezer—this 'igloo' effect helps the food stay cold longer.
- Keep a few days' worth of ready-to-eat foods that do not require cooking or cooling.

Steps to follow if the power goes out:

- Keep the refrigerator and freezer doors closed as much as possible. A refrigerator will keep food cold for about four hours if the door is kept closed. A full freezer will hold its temperature for about 48 hours (24 hours if half-full).
- Place meat and poultry to one side of the freezer or on a tray to prevent cross-contamination of thawing juices.

FAQs (Cont.)

- Use dry or block ice to keep the refrigerator as cold as possible during an extended power outage. Fifty pounds of dry ice should keep a fully stocked, 18-cubic-foot freezer cold for two days.

Steps to follow after a power outage:

- Check the temperature inside your refrigerator and freezer. Discard any perishable food (such as meat, poultry, seafood, eggs, or leftovers) that has been above 40 degrees Fahrenheit for two hours or more.
- Check each item separately. Throw out any food that has an unusual odor, color, or texture or feels warm to the touch.
- Check frozen food for ice crystals. Partially or completely thawed food in your freezer may be safely refrozen if it still contains ice crystals or is 40 degrees Fahrenheit or below.
- Never taste a food to determine if it is safe to eat.
- When in doubt, throw it out.

For additional information:

- See food safety information during the heat wave on [Facebook](#) and on Twitter [@USDAFoodSafety](#).
- View [Food Safety during Power Outages](#) for instructions on keeping frozen and refrigerated food safe.
- For answers to questions about food safety during severe weather, or any other food safety topics, you can call, view information, or chat live with a food safety specialist at [Ask USDA](#).



UCLA Women's School Leadership Academy (WSLA)
January 2021 - July 2021

- Leading as a woman
- Making decisions considering multiple perspectives
- Building relationships and cultivating mentors
- Networking for career development

Effectively leading up and down

Communicating for impact

Navigating public and private lives

A PIONEERING LEADERSHIP PROGRAM FOR WOMEN
<https://gseis.ucla.edu/education/academies/elp-wsla/>
Linda Rose, Ph.D. (lrose@g.ucla.edu)

UCLA Graduate School of Education & Information Studies

HOME OFFICE SAFETY TIPS

The Office of Environmental Health and Safety issued a Safety Alert last spring regarding home office workstations and the steps we should take to minimize the stress on the body when working (or learning) from home. Please click [HERE](#) to access some useful tips.

FREE SPEECH, MAYBE NOT...

This is a reprint of an article published in 2015. It is still timely, and bears repeating.

Natalie Munroe was an English teacher in a Pennsylvania district when she began her blog in 2009 talking about food, film, her children, and yoga. Gradually, she began writing about her students and co-workers, though never saying their names or even where she worked. Listed below are some of the comments she said she would like to use on report cards instead of the traditional ones that teachers feel forced to use:

- *Seems smarter than she actually is.*
- *Has a massive chip on her shoulder.*
- *Has no business being in honors.*
- *A complete and utter jerk in all ways. Although academically ok, your child has no other redeeming qualities.*
- *Dunderhead.*
- *Complainer.*
- *Nowhere near as good as her sibling. Are you sure they're related?*
- *Rat-like.*
- *Just as bad as his sibling. Don't you know how to raise kids?*
- *Whiny, simpering grade-grubber with an unrealistically high perception of own ability level.*
- *One of the most annoying students I've had the displeasure of being locked in a room with for an extended time.*
- *Weirdest kid I've ever met.*
- *Am concerned that your kid is going to come in one day and open fire on the school. (Wish I was kidding.)*
- *Utterly loathsome in all imaginable ways.*
- *There's no other way to say this: I hate your kid.*

Her blog postings became common knowledge by 2011 at her school and numerous parents and students began to complain, many bypassing the principal and going to the district office asking to be removed from her classes. She was given a negative performance review and fired in 2012. She subsequently sued the district saying that her rights were violated because the district used her blog posts as reasons for her termination and the posts should have been speech protected by the First Amendment. The district countered that Ms. Munroe's blog posts showed *hostility and disgust against her students and disrupted her duties as a high school teacher and the functioning of the district*. The state court agreed and said that her comments about her students impeded her performance as a teacher. The decision was subsequently upheld at the U.S. Court of Appeals.

SPEECH (Cont.)

Whether this particular teacher penned her comments in frustration, was just blowing off steam, or sincerely had these feelings about her students, one will never know. What we do know is that she lost her job and in this age of social media and information traveling at warped speeds, it is wise to remember that emails are not private, nor are blogs where one thinks an opinion can be safely expressed, protected as free speech, and not impact employment.

ATTENTION CALSTRS MEMBERS

A one-time death benefit of approximately \$6300 is available for all CalSTRS members who die after retirement. If you have not recently done so, now is a good time to update your recipient designation information. You may name one or more recipients for the one-time death benefit—a person, trust, charity, estate, parochial institution, corporation, or public entity. Just click [HERE](#) for secure and convenient access to your CalSTRS accounts.

2020 SCHOLARSHIP RECIPIENT

Each week we have been featuring one of the thirty-two LAUSD 2020 graduates who received a \$2250 Friends of AALA Scholarship last May. Due to the pandemic, our annual banquet where we would have formally recognized the recipients had to be cancelled. Therefore, we asked each of them to send us a picture as well as let us know what they would have said if the awards banquet could have been held. This week, we are sharing with you the comments from **Julian C. Jimenez**, a graduate of James A. Garfield High School (**Andres Favela**, Principal).

I am happy to announce that I will be attending my dream school, Princeton University, in the fall where I'm planning on majoring in economics so I can live my dream of becoming an entrepreneur in the medical field. I want to thank the Friends of AALA for alleviating any challenges I might face being thousands of miles away from both the comforts of my home and parents. Speaking of my parents, I am an only child so my parents have been such a big part of my life and I want to thank them for everything they've done for me and supporting me in any decision I make. So many of my teachers have been a tremendous help on my journey, but I want to specifically thank both Ms. Ruff (my English teacher) and Ms. Lopez (my college counselor) for always being there when I needed academic or college application support. I plan on using the scholarship award to finally renew my laptop that I've been using for over 7 years! I want AALA to know that I "loooooove" traveling and I spent three weeks last summer in Costa Rica completing several service projects. In college, I'm planning on taking a semester abroad to fulfill my curiosity and dream of traveling the world.



RECIPIENT (Cont.)

To learn about all of our scholarship recipients, please click [HERE](#). Please consider supporting future graduates 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 more than 200 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.

IN MEMORIAM

RAY ROULETTE—Former assistant principal of Audubon, Mann, Markham, and White middle schools and Gardena, Hamilton, Los Angeles, Narbonne, and University high schools. Mr. Roulette retired from the District on June 30, 1992, and passed away on August 31, 2020. Private services were held.

STANLEY SHARPE—Former principal of Braddock Drive, Coeur D’Alene Avenue, and Sharp Avenue elementary schools. Mr. Sharpe retired from the District on April 3, 1984, and passed away on August 14, 2020. No services were held.

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

PRINCIPAL, ELEMENTARY

Clifford Street Math & Technology Magnet, Local District Central, MST 40G, E Basis. For more information, contact **Norma Spencer**, Community of Schools Administrator, at 323.761.1273. Application deadline is 5:00 p.m., Wednesday, September 23, 2020.

ASSISTANT PRINCIPAL, SECONDARY

Maywood Academy High School, Local District East, MST 40G, B Basis. For more information, contact **Ruben Valles**, Community of Schools Administrator, at rcv2795@lausd.net or 323.224.3100. Application deadline is 5:00 p.m., Wednesday, September 23, 2020.

Associated Administrators of Los Angeles

CERTIFICATED (Cont.)

ASSISTANT PRINCIPAL, SECONDARY

Crenshaw High School STEMM Magnet, Local District West, MST 39G, B Basis. For more information, contact **Dr. Dechele Byrd**, Director, at dbyrd1@lausd.net or 323.290.7707. Application deadline is 5:00 p.m., Thursday, September 17, 2020.

CLASSIFIED

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

FORENSIC AND SUPPORT SERVICES MANAGER

Office of the Inspector General, \$107,739 - \$134,234, 12-month position. For more information, click [HERE](#). Application deadline is Thursday, September 24, 2020.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, COMPUTER SCIENCE</i> MST 41G, E Basis	Instructional Technology Initiative, DOI	Aurora Gomez , aurora.gomez@lausd.net	<u>EXTENDED</u> 5:00 p.m. Friday September 11, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 41G, B Basis	San Pedro HS, Local District South	Lou Mardesich , COSA, 310.354.3400	<u>EXTENDED</u> 3:00 p.m. Friday September 11, 2020
<i>SPECIALIST, STUDENT HEALTH AND HUMAN SERVICES</i> MST 37G, E Basis, two positions	Local District Central and Local District West, SHHS	Yamilet Renderos , yamilet.renderos@lausd.net	5:00 p.m. Friday September 11, 2020
<i>DIRECTOR, MIDDLE SCHOOL INSTRUCTION</i> MST 46G, A Basis	Division of Instruction	Christine Vega , christine.vega@lausd.net	<u>EXTENDED</u> 5:00 p.m. Monday September 14, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Wilson HS, Local District East	Ricardo Tapanes , Director, rxt5922@lausd.net or 323.224.3100	5:00 p.m. Monday September 14, 2020
<i>SPECIALIST, COMPLIANCE</i> MST 37G, A Basis	Federal and State Education Programs	Albert Gallegos , albert.gallegos@lausd.net	5:00 p.m. Monday September 14, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 39G, B Basis	Mark Twain MS, Local District West	Erick Hansen , COSA, 310.390.3512 or erick.hansen@lausd.net	5:00 p.m. Wednesday September 16, 2020

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR</i> MST 39G, E Basis	Student Health And Human Services	Yamilet Renderos, yamilet.renderos@lausd.net	<u>EXTENDED</u> 5:00 p.m. Monday September 21, 2020
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 37G, B Basis	Lee Elementary Medical and Health Science Magnet, Local District Central	Dr. Charles D. Smith, Lead Director, 213.241.0126	<u>EXTENDED</u> 5:00 p.m. Tuesday September 22, 2020
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SENIOR RESIDENT CONSTRUCTION ENGINEER</i> \$120,500 - \$150,200, 12-month position	Facilities Project Execution, FSD	Click HERE	Friday September 11, 2020
<i>OPERATING SYSTEMS SPECIALIST</i> \$108,278 - \$120,577, 12-month position	Information Technology Division	Click HERE	Friday September 25, 2020
<i>OPERATING SYSTEMS ADMINISTRATOR</i> \$107,307 - \$132,834, 12-month position	Information Technology Division	Click HERE	Friday September 25, 2020
<i>CHIEF RISK OFFICER</i> \$163,743 - \$202,860, 12-month position	Division of Risk Management and Insurance Services	Click HERE	When Filled
<i>CONTROLLER</i> \$156,708 - \$195,223, 12-month position	Accounting and Disbursements Division	Click HERE	When Filled
<i>DEPUTY CHIEF PROCUREMENT OFFICER</i> \$155,702 - \$193,013, 12-month position	Facilities Contracts Branch, FSD	Click HERE	When Filled
<i>DEPUTY CHIEF PROCUREMENT OFFICER</i> \$155,702 - \$193,013, 12-month position	Procurement Services Division	Click HERE	When Filled
<i>FACILITIES ASSET DEVELOPMENT DIRECTOR</i> \$141,000 - \$175,000, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>DIRECTOR OF FACILITIES LEGISLATION, GRANTS, FUNDING</i> \$117,000 - \$145,800, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>BUILDING/CONSTRUCTION INSPECTOR</i> \$109,200, 12-month position	Inspection Department, FSD	Click HERE	When Filled

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CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SENIOR FACILITIES PROJECT MANAGER</i> \$108,000 - \$133,800, 12-month position	Architectural and Engineering Services, FSD	Click HERE	When Filled
<i>DATA BASE ADMINISTRATOR (ORACLE)</i> \$107,307 - \$132,800, 12-month position	Information Technology Division	Click HERE	When Filled
<i>GRANT AND FUNDING SPECIALIST</i> \$65,600 - \$81,700, 12-month position (two vacancies)	Facilities Services Division and Information Technology Division	Click HERE	When Filled