

UPDATE

www.aala.us

Week of October 5, 2020

EXPRESS YOURSELF, WITH CIRCUMSPECTION

As the country still reels from the presidential candidates' debate earlier this week, many people are taking to social media to express their views. And while everyone has the right to their own personal opinions and political viewpoints, it is prudent for those of us in the public sector to be cautious about what we post on the various social media platforms. We have advised in previous issues of *Update* how what seems to be harmless, innocuous sharing with friends can come back to haunt us. In fact, just a few weeks ago, we reminded you of a teacher who lost her job because of comments she made about students in her own private blog. Do not put yourself in the position where someone can use what you have posted against you. And please be aware, the District of yesteryear where anonymous correspondence was deposited in a "circular file" is no more. The District now investigates anonymous allegations with interviews, conferences, and possible discipline if it deems it necessary to do so.

We encourage you to take some time to review Bulletin – 5688.2, *Social Media Policy for Employees and Associated Persons* (click [HERE](#)). We know that social media can be a powerful tool to instantaneously disseminate important and pertinent school information in real time. The technology is also an incredible tool to share significant life events, stay connected, and keep in touch. By the same token, it can be a double-edged sword, especially when frontline managers sometimes have the difficult responsibility of progressively disciplining employees for cause. There have been cases where disgruntled employees have trolled the Internet looking for anything they can use against their supervisors and have forwarded what they consider compromising posts to the District or brought them up in conferences. Do not have a less than tactful posting from decades ago haunt your present. So, while you can absolutely voice your opinion, please be certain that your personal and professional postings never give the slightest specter of inappropriateness or lack of decorum; avoid using expletives and reflect on what you wrote before you hit POST.

And during this time of the COVID-19 pandemic, racial discord, political diatribe, and economic upheaval, be aware that the posting of explicit or implied endorsements of political candidates on your school or office social media is prohibited. [Bulletin 999.13 - Responsible Use Policy \(RUP\) for District Computer and Network Systems, Attachment B](#) stipulates, "The use of the District network for illegal, political, or commercial purposes is strictly forbidden." While AALA members are encouraged to actively support the candidates of their choice and to encourage eligible friends and neighbors to

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EXPRESS (Cont.)

vote, employees are reminded of this advisory which we have printed before: *As employees, you may periodically receive campaign materials at your District email address regarding various issues or endorsing a political candidate for any office from external email providers. While you have the right to free speech and ability to advocate for candidates of your choice, **it is a misuse of the District email and network to forward or distribute this type of material from a District server or email account to another server or email account.** Be sure to engage in political activities after work hours using your own computer and personal email address.* Again, we must remind you to be circumspect in what you post.

The intent of this article is not to exercise censorship or deny you the right to freedom of speech, use it as a cautionary tale. In fact, it might be wise to take heed and disconnect from social media altogether. If you choose to stay engaged, we recommend that you peruse your previous postings and search them for anything that may be perceived as inappropriate and scrub them for expletives. Also, be sure to utilize privacy settings to control access to personal networks, webpages, profiles, posts, digital media, forums, fan pages, etc. However, be aware that privacy settings tend to bring a false sense of security. ANYTHING posted on the Internet may be subject to public viewing and republication by third parties (like disgruntled employees) without your knowledge.

**THE AALA REPRESENTATIVE ASSEMBLY MEETING HAS BEEN
RESCHEDULED TO THURSDAY,
OCTOBER 8, 2020
(Link to be sent separately by email)**

Elementary, Secondary, Adult, Early Childhood Education, Unit J, School Support Administrators caucuses begin at 4:30 p.m.

VOTING:

- **Elementary Director, 2020 – 2023**
- **Secondary Department Vice President, 2020 – 2021**
- **Adult Department Director, 2020 – 2022**

STRATEGIZE:

Share and discuss level-alike challenges and issues that the association needs to address this year

General Business Representative Assembly Meeting will follow the Department Meetings promptly at 5:30 p.m.

**HEALTHCARE FAQs—
PREVIEW OF 2021 MEDICAL PLANS FOR EMPLOYEES
AND PRE-MEDICARE RETIREES**

The good news is that there are no plan changes for 2021. However, with open enrollment beginning on Monday, October 26, 2020, and ending on Sunday, November 22, 2020, we offer this at-a-glance comparison of District plans offered. Your open enrollment packet will provide additional information about each plan. Note that District plans are based on employment status—those actively employed or retired. Retiree plans are based on Medicare status—pre-Medicare (under age 65) or Medicare (65 years and older). We will compare Medicare retiree plans next week.

Plan Name	Copay	Annual Deductible	Annual Out-of-Pocket Limit
Kaiser HMO	<ul style="list-style-type: none"> • \$20/visit • Well baby care – no copay to 23 months • Adult physical– \$20/visit • Well woman exam – \$20/visit • Chiropractic care – <u>not</u> covered • Hearing aids – <u>not</u> covered <p>ER – \$100/visit (waived, if admitted) Hospital – \$100 per admission Outpatient surgery – \$100 per procedure</p> <p>Prescriptions \$10/\$25 (generic/brand name) – 30-day supply \$20/\$50 (generic/brand) – 31 - 90-day supply</p>	None	\$1,500/member \$3,000 per family
Anthem Blue Cross Select HMO	<ul style="list-style-type: none"> • \$10/visit • Well baby care – no copay • Adult physical – no copay • Well woman exam – no copay • Chiropractic care – \$10/visit (rehabilitative care up to 60 combined visits per injury/illness) • Hearing aids – 20% (one pair/3 yrs.) <p>ER – \$50/visit (waived if admitted) Hospital – no copay Outpatient surgery – \$10 copay/visit</p>	None	\$1,500/member \$3,000 /2 members \$4,500/family

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Prescriptions	\$5/\$25/\$45 (generic/preferred brand/ nonpreferred brand) – up to 34-day supply \$10/\$50/\$90 – up to 90-day supply		
Anthem Blue Cross EPO	<ul style="list-style-type: none"> • 20% after deductible • Adult physical exam – no copay • Well baby care – no copay • Well woman exam – no copay • Chiropractic care – 20% (rehabilitative care up to 24 visits/yr.) <p>ER – \$100 deductible/visit (waived if admitted) Hospital – 20% (after deductible) Outpatient surgery – 20% after deductible</p>	0.5% of gross fiscal earnings (\$100 min., \$800 max. Family: 3x member deductible	\$7,500
Prescriptions	\$10/\$30/\$50 (generic/preferred brand/ nonpreferred brand) – up to 34-day supply \$20/\$60/\$100 – up to 90-day supply		
Health Net HMO	<ul style="list-style-type: none"> • \$20/visit for primary care physician • \$30/visit for specialist • Adult physical – \$20/visit • Well baby care – no copay to age 2 • Telehealth – free through mobile app • Chiropractic care – \$10 copay (up to 20 visits/yr.) • Hearing aids – no copay for covered hearing aid (one pair/3yrs.) <p>Urgent Care – \$50/visit ER – \$100/visit (waived if admitted) Hospital – 10% coinsurance, plus \$100 per admission Outpatient Surgery – \$250 per outpatient surgery visit</p>	None	\$1,500/member (\$3,000 per family)
Prescriptions	\$5/\$25/\$45 (generic/brand/non-formulary) – up to 30-day supply \$10/\$50/\$90 – 90-day supply (mail/CVS)		

CALIFORNIA LEADS IN EARLY CHILDHOOD POLICIES

The Prenatal-to-3 Policy Impact Center at The University of Texas at Austin LBJ School of Public Affairs researches the social, economic, and health needs of children in their earliest years and identifies policies and activities that have the greatest impact on their development. The Center recently released a report, *2020 Prenatal-to-3 State Policy Roadmap*, which looks at research-proven policy solutions that support the health and wellbeing of young children. The period from prenatal development to age 3 is the most critical time period for the developing brain and body, and one that lays the foundation for all future learning, behavior, and health. Generally, those most affected by issues of health disparities, racism, and societal inequities are our youngest children. Research shows a direct correlation between early adversity in infants and toddlers and poor outcomes later in life.

The report found that only two states, California and New Jersey, and the District of Columbia have implemented all of the five policies that are most effective in fostering the nurturing environments infants and toddlers need to thrive. The policies were chosen because they are supported by research and offer states clear ways to inform legislation or regulations. They are:

- Expanded income eligibility for health insurance
- Reduced barriers to applying for Supplemental Nutrition Assistance Program and Medicaid
- Paid family leave
- State minimum wage (at least \$10)
- State earned income tax credit (at least 10 percent of the federal)

The report also recommends six strategies to support young children’s readiness for school:

- Childcare subsidies
- Group prenatal care
- Evidence-based home visiting
- Early Head Start
- Early intervention services

Seven states have not fully implemented any of the Roadmap policies—Florida, Georgia, Mississippi, North Carolina, South Carolina, Texas, and Wyoming—and 15 states have not made substantial progress toward implementing any of the Roadmap strategies. Three states—Florida, Mississippi, and Wyoming—have not fully implemented any of the 11 Roadmap policies or strategies that strengthen the prenatal-to-3 system of care. The results also show that access to services varies substantially across racial and ethnic groups, exacerbating inequities in overall wellbeing between children of color and their white peers.

Annual updates of the Roadmap will show changes across the 11 areas over a period of time. However, researchers did qualify that it is often difficult to see positive changes over time in states that are larger and have more diverse populations. For example, California implements the five policies, but outcomes still vary widely. The state has 35 percent of families with young children living in crowded housing, a rate far higher than in other states, but the percent of children up to age 3 living in poverty — 17.2 percent — is lower than in other states.

The Roadmap will be updated annually and will include the return on investment for policies. To read the full *2020 Prenatal-to-3 State Policy Roadmap*, go to: <http://pn3policy.org/roadmap>.

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 **Sebastián Arce Rentería**, a graduate of Banning High School (**Rudy Mendoza**, Principal).



My main thanks are to my parents, who engendered in me the fervor and the passion for school, for learning, and for aspiring to obtain a career. In their childhood, they both did not reach a high level of education, but with the little they did, they describe it to me as a marvelous experience, one they will cherish forever. Due to the lack of resources and motivation back then, they did not pursue their post-secondary goals, nor had a career. Nonetheless, they're some of the most humble and hardworking people I've ever known; because of their hard work and their support towards me, I am where I am right now, and I will thank them forever, and hope once I progress through university and move on through the series of steps to become a veterinarian, that I can sustain myself and my future family along with them—my parents, the man and woman who brought me to this earth.

Along with that I want to thank all of the staff in Banning: from my principal, Mr. Mendoza, to my assistant principal, Mrs. Retana, all of my teachers, but in particular, Maestra Fernandez, my college counselor, who prepared me to leave high school as a prepared and aspiring high school senior. Now, finished with high school and looking forward to my post-secondary career, I will be attending Los Angeles Harbor College. Attending this community college, I plan to expedite my transferring process, and transfer in one year to UC Davis, the university of my dreams. I want to transfer to UC Davis under the major of animal biology, and hopefully as well, pursue studying abroad, as learning languages has been one of my biggest passions throughout the years, and travelling to the nations of the languages I speak, whilst at the same time pursuing the biological sciences, would be a dream come true.

Now that most courses will be held remotely, resources and devices I never thought I would need before have come to mind, like a tablet, a smart pen, a graphing calculator, a power bank, and other utilities; and alongside technology, housing will also be a high cost expense. So with that said, I want to ultimately thank the association and Friends of AALA for this amazing scholarship and opportunity which will serve me incredibly to pursue goals and dreams beyond my expectations. Once again, I greatly thank you all. Cheers to all educators and to all of you who aid and incentivize young students like me to follow their pursuit of happiness, in learning, working hard, and becoming successful people like all of you. Thank you.

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

SCHOLARSHIP (Cont.)

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.

LET'S GET SCOTT REELECTED!



AALA member **Scott Schmerelson** is running for reelection to LAUSD School Board District 3 and needs our support. We are all invited to join 100% Green Schools LA at a fundraiser on Sunday, October 11, 2020, at 11:00 a.m. Support levels range from \$25 to \$500. Please RSVP to scott@scott4lausd.com or text 818.324.8327. Click [HERE](#) to view the flyer.

Do you have a couple of hours to spare? Volunteers are urgently needed from Monday to Thursday, 4:00 p.m. – 7:00 p.m., and on weekends from 10:00 a.m. – 2:00 p.m. Please text your name and email to 818.915.7255 for more information.

Make your contribution today to help get Scott reelected! Click [HERE](#) or mail checks payable to Scott Schmerelson for School Board 2020 to 419 N. Larchmont Blvd., #37, Los Angeles, CA 90004.

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. (lrise@g.ucla.edu)

UCLA Graduate School of Education & Information Studies

PLACING AN AD IN UPDATE

This is a revision to the information that was included in last week's *Update*. The rates have been changed as has the president. We apologize for the misinformation. Individuals, businesses or organizations that wish to communicate with AALA members may do so by placing an ad/announcement in the *Update*. All ads/announcements must receive the approval of **Juan A. Flecha**, AALA President, and be deemed appropriate for members. Fees for ads are payable to Friends of AALA and help support our scholarship and awards programs. The current rates are listed below:

Ad Size	One Run	Two Runs	Three Runs
Up to 1/2 Page	\$200	\$300	\$400
Up to 3/4 Page	\$250	\$350	\$450
Up to Full Page	\$300	\$400	\$500

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

ADMINISTRATOR OF INSTRUCTION

Local District South, MST 49G, School Support Administrator, A Basis. For more information, contact **John K. Vladovic**, Administrator of Instruction, at 310.354.3400. Application deadline is 2:00 p.m., Friday, October 9, 2020.

ADMINISTRATIVE COORDINATOR

Targeted and Specially Funded Services, Division of Student Health and Human Services, MST 42G, School Support Administrator, A Basis. For more information, contact **Yamilet Renderos** at yamilet.renderos@lausd.net. Application deadline is 5:00 p.m., Monday, October 12, 2020.

COORDINATOR, ENGLISH LANGUAGE DEVELOPMENT COMPLIANCE

Local District South, MST 41G, School Support Administrator, E Basis. For more information, contact **Alma Kimura**, Interim Administrator of Instruction, at 310.354.3400. Application deadline is 3:00 p.m., Monday, October 12, 2020.

COORDINATOR, TITLE I

Local District Northwest, Federal and State Education Programs, MST 41G, School Support Administrator, E Basis. For more information, contact **Albert Gallegos** at albert.gallegos@lausd.net. Application deadline is 5:00 p.m., Friday, October 9, 2020.

CERTIFICATED (Cont.)

COORDINATOR

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., Monday, October 12, 2020.

SPECIALIST, INFORMAL DISPUTE RESOLUTION

Division of Special Education, MST 38G, School Support Administrator, B Basis, two positions. For more information, contact **Diana M. Massaria**, Administrative Coordinator, at diana.massaria@lausd.net. Application deadline is 5:00 p.m., Wednesday, October 14, 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., Tuesday, October 13, 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 Wednesday, October 7, 2020.

FISCAL SERVICES MANAGER

Budget Services and Financial Planning Division, \$95,412 - \$118,452, 12-month position. For more information, click [HERE](#). Application deadline is Friday, October 16, 2020.

EMPLOYMENT SERVICES MANAGER

Personnel Commission, \$79,300 - \$98,800, 12-month position. For more information, click [HERE](#). Application deadline is Monday, October 12, 2020.

FACILITIES COST ANALYST

Program Support Services Branch, Facilities Services Division, \$75,200 - \$93,900, 12-month position. For more information, click [HERE](#). Application deadline is Tuesday, October 20, 2020.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
ASSISTANT PRINCIPAL, SECONDARY MST 41G, B Basis	South East HS, Local District East	Jesus Nuñez, COSA, 323.224.3100	5:00 p.m. Friday October 2, 2020
ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis	Vista MS, Local District Northeast	Dr. Rafael Gaeta, Lead Director, 818.252.5400	5:00 p.m. Monday October 5, 2020
PERSONNEL FIELD SPECIALIST (ECE EMPHASIS) MST 38G, A Basis	Human Resources Division	Maria Sotomayor, Director, msotomay@lausd.net	5:00 p.m. Monday October 5, 2020

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, ELEMENTARY MST 38G, B Basis</i>	Carpenter Community Charter, Local District Northeast	Maria Nichols, COSA, 818.252.5400	3:00 p.m. Tuesday October 6, 2020
<i>INSTRUCTIONAL SPECIALIST MST 38G, E Basis</i>	Local District Northeast	Darlene Villeda, darlene.villeda@lausd.net	5:00 p.m. Tuesday October 6, 2020
<i>ADMINISTRATOR OF INSTRUCTION MST 49G, A Basis</i>	Local District East	Local District East, 323.224.3100	5:00 p.m. Wednesday October 7, 2020
<i>PRINCIPAL, ELEMENTARY MST 41G, E Basis</i>	116 th Street ES, Local District South	Myrna Brutti, Executive Director, 310.354.3400	3:00 p.m. Wednesday October 7, 2020
<i>ASSISTANT PRINCIPAL, ELEMENTARY MST 38G, B Basis</i>	Sheridan Street ES, Local District East	Maricela Sanchez Robles, Director, 213.760.5443	5:00 p.m. Wednesday October 7, 2020
<i>SCHOOL IMPROVEMENT GRANT COORDINATOR MST 37G, B Basis</i>	Tom Bradley Global Awareness Magnet, Local District West	Michiel Usher, michiel.usher@lausd.net	5:00 p.m. Wednesday October 7, 2020
<i>INSTRUCTIONAL COORDINATOR, TK-12 MST 41G, E Basis</i>	Local District West	Blanca Flores, bflor5@lausd.net	4:00 p.m. Thursday October 8, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	East Los Angeles Renaissance Acad. at Torres HS, Local District East	Lisa Davis, Director, 213.760.5208	5:00 p.m. Friday October 9, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	Pacoima MS, Local District Northeast	John Rome, COSA, 818.252.5433	5:00 p.m. Friday October 9, 2020
<i>PRINCIPAL, ELEMENTARY MST 43G, E Basis</i>	75 th Street ES, Local District South	Dr. Robert Whitman, COSA, 213.760.3206	3:00 p.m. Monday October 12, 2020
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>OPERATING SYSTEMS SPECIALIST \$108,278 - \$120,577, 12-month position</i>	Information Technology Division	Click HERE	Friday October 2, 2020
<i>DIRECTOR OF ACCOUNTING \$121,908 - \$151,008, 12-month position</i>	Accounting and Disbursements Division	Click HERE	Friday October 9, 2020
<i>DIRECTOR OF FACILITIES LEGISLATION, GRANTS, FUNDING \$117,000 - \$145,800, 12-month position</i>	Facilities Services Division	Click HERE	When Filled

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CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>BUILDING/CONSTRUCTION INSPECTOR</i> \$109,200, 12-month position	Inspection Department, 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>ASSOCIATE COMPUTER APPLICATION SPECIALIST</i> \$89,400 - \$111,300, 12-month position	Program Support services Branch, FSD	Click HERE	When Filled