

UPDATE

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Week of April 12, 2021

FAST AND FURIOUS

Fast and furious best describes this week and it is not even Friday. The information overload and meetings keep coming fast and making most everyone even more furious. Elementary and Early Education principals have especially been hit hard this week as many of them are opening this Monday. The voices from the field were elevated to senior leaders earlier this week. Senior leaders have committed to responding to the many concerns shared by the membership. Atop the list and by no means exhaustive are:

- Childcare supervision – Not enough tents, not enough supervisors, and up to a one-hour gap where supervision is not being provided. The childcare gap is exacerbated on professional development days. The district is providing additional funding. Additional funding is only part of the solution. This still leaves the onus on the principal to recruit, cajole, and convince existing employees to accept the additional assignment. This is an incredibly time-consuming and fatiguing additional and last-minute must-do. Moreover, childcare supply and demand where the demand far exceeds the supply is left on the principals to problem-solve alone and in isolation.
- Clamoring calls to close the Return to Campus Program Selection Form continue. Principals are exhausted and unable to reconfigure classes with new numbers being delivered to their desks frequently.
- And no one says it better than our members: “This is just all too much. I am still sitting in my office beyond the workday just wanting to make sense of it all. This is absolutely bass-ackwards. What is being asked of single-site administrators is unconscionable. The April 12th reopening shows no one gives a hoot about principals.”

Please mark your calendars and plan to attend the last Representative Assembly of the year on Thursday, April 15, 2021. As importantly, take some time to complete the survey link below. Senior leaders have been invited to Thursday’s meeting to provide information and address the many collective concerns we all share. <https://forms.gle/s3x2QRVTqfLELj5r7>

Lastly, the association is imploring our members in a supervisory capacity to be as flexible and sensitive to fellow members. It is demoralizing to receive calls stating some principals are not allowing administrators to access the 28 hours the district has allotted for the reopenings. Moreover, the regular administrative workday is an 8.5 hour shift with a 30-minute duty-free lunch. Please allow assistant principals if you’re a principal and principals if you are a CoSA the flexibility to work the additional hours before their shift begins or after their shift ends within the 8.5 hour workday parameter and on Saturdays. The 28 hours are needed and have been provided by the District. Members should not be denying fellow members the opportunity to advance their work with the 28 additional hours being provided at no cost to the school.

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FAST AND FURIOUS (Cont.)

On a similar note, secondary schools have two additional hours (2 hours per 100 “active” enrolled students) for programming the new homeroom advisory classes. It appears some supervisors are denying counselors and the administrator responsible for programming the funds that have been specifically allocated to complete this important and necessary task.


DISTRICT PROVIDES CHILDCARE SUBSIDY AND COVID-19 SUPPLEMENTAL PAID SICK LEAVE

Childcare Subsidy – In a News Release dated April 5, 2021, **Superintendent Beutner** announced that the District will provide a subsidy of \$500 a month to employees to help them with daycare costs for their children five years and younger. Working with Service Employees International Union (SEIU) Local 99, Carina Care, and the Child Care Alliance of Los Angeles, LAUSD will help employees find in-home and center-based childcare. The subsidy will be available through the end of this school year, and through July 31, 2021, for those who work in summer school. To view the full News Release with additional details, click [HERE](#).

Supplemental Paid Sick Leave – California’s SB95 entitles a covered employee up to 80 hours of COVID-19 supplemental paid sick leave if the employee is unable to work due to COVID-19 related reason. Reasons include caring for oneself, caring for a family member, or having a vaccine-related condition. District employees will be sent the memo shown below, with an attached poster.

INTEROFFICE CORRESPONDENCE
Los Angeles Unified School District
Office of the Deputy Superintendent, Business Services and Operations

TO: All LAUSD Employees **DATE:** April 6, 2021

FROM: Megan K. Reilly 
Deputy Superintendent

SUBJECT: POSTER – 2021 COVID-19 SUPPLEMENTAL PAID SICK LEAVE

The purpose of this communication is to provide employees with a copy of the poster required by SB 95 describing their entitlement to COVID-19 Supplemental Paid Sick Leave from January 1, 2021 through September 30, 2021 (attached).

Eligible employees, who make an oral or written request, are entitled to take up to 80 hours of Supplemental Paid Sick Leave if the employee is unable to work or telework for the COVID-19 related reasons listed in the poster which include:

- Caring for Yourself
- Caring for a Family Member
- Vaccine-Related

The District’s COVID-19 Supplemental Paid Sick Leave Act Policy Bulletin will be available shortly in the LAUSD e-Library.

If you have questions, please contact Integrated Disability Management at absencemanagement@lausd.net.

Attachment: Poster – 2021 Covid-19 Supplemental Paid Sick Leave

2021 COVID-19 Supplemental Paid Sick Leave

Effective March 29, 2021

Covered Employees in the public or private sectors who work for employers with more than 25 employees are entitled to up to 80 hours of COVID-19 related sick leave from January 1, 2021 through September 30, 2021, immediately upon an oral or written request to their employer. If an employee took leave for the reasons below prior to March 29, 2021, the employee should make an oral or written request to the employer for payment.

A covered employee may take leave if the employee is unable to work or telework for any of the following reasons:

- Caring for Yourself: The employee is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer with jurisdiction over the workplace, has been advised by a healthcare provider to quarantine, or is experiencing COVID-19 symptoms and seeking a medical diagnosis.
- Caring for a Family Member: The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school or place of care is closed or unavailable due to COVID-19 on the premises.
- Vaccine-Related: The covered employee is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms.

Paid Leave for Covered Employees

- 80 hours for those considered full-time employees. Full-time firefighters may be entitled to more than 80 hours, caps below apply.
 - For part-time employees with a regular weekly schedule, the number of hours the employee is normally scheduled to work over two weeks.
 - For part-time employees with variable schedules, 14 times the average number of hours worked per day over the past 6 months.
- Rate of Pay for COVID-19 Supplemental Paid Sick Leave: Non-exempt employees must be paid the highest of the following for each hour of leave:
 - Regular rate of pay for the workweek in which leave is taken
 - State minimum wage
 - Local minimum wage
 - Average hourly pay for preceding 90 days (not including overtime pay)
- Exempt employees must be paid the same rate of pay as wages calculated for other paid leave time.

Not to exceed \$511 per day and \$5,110 in total for 2021 COVID-19 Supplemental Paid Sick leave.

Retaliation or discrimination against a covered employee requesting or using COVID-19 supplemental paid sick leave is strictly prohibited. A covered employee who experiences such retaliation or discrimination can file a claim with the Labor Commissioner's Office. Locate the office by looking at the [list of offices on our website](http://www.dir.ca.gov/dlse/DistrictOffices.htm) (<http://www.dir.ca.gov/dlse/DistrictOffices.htm>) using the alphabetical listing of cities, locations, and communities or by calling 1-833-526-4636.

This poster must be displayed where employees can easily read it. If employees do not frequent a physical workplace, it may be disseminated to employees electronically.



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HEALTHCARE FAQs – FEELING STRESSED?

I am stressed out from all the changes that took place due to the pandemic. Now I'm juggling schedules, figuring out child and elder care, and anticipating all the adjustments needed for reopening. I'd like help on how to sort out my worries and get relief for my stress.

To help all employees and household members cope with personal and professional issues that result in stress, the District offers an employee assistance program (EAP). This program provides short-term support on a range of confidential issues, including counseling, dependent/elder care issues, family crisis, financial advice, legal consultation, alcohol and substance abuse, childcare referral and resources, daily living resources, ID recovery, digital resources, and more. This program gives you a safe place to share your unique situation and get ideas and resources to address stress.

What is the goal of the EAP?

The District's EAP, offered by Anthem Blue Cross, is free for all employees, including part-time employees who are not eligible for medical benefits, and their families. Its goal is to help create and maintain a healthy workplace environment to employees confronted by challenges in their personal or work-related lives. There are no copayments, coinsurance, or deductibles for any services covered by the EAP. Some services have limits, such as three counseling sessions per issue and 30 minutes of free legal advice.

What specifically does the Anthem EAP offer?

- 3 counseling visits per issue (via LiveHealth online)
- 24/7 telephone consultation and referral services
- Financial consultation with a Certified Consumer Credit Counselor
- Free 30 minutes telephone legal consultation; legal referrals and 25% discounted legal fees after free consultation
- Unlimited child & elder care referrals; web-based self-search
- Identity theft recovery and credit monitoring services
- Online articles, FAQs, seminars, agencies, and other resources

How is an EAP's mental health support different from mental health support through my medical plan?

The Anthem EAP offers a broad range of support—beyond mental health services. It offers short-term counseling services—three visits per issue, compared to the longer-term support through one's medical plan. If you require longer term mental health support, the program will refer you to your medical plan. If your stress is caused by a known problem, such as a legal or financial difficulty, you can get advice from specialized legal or financial consultants, as well as from a licensed counselor. The EAP website is also a one-stop information center for known personal issues. Moreover, EAP services are free, while plans have copays.

How long will these services be available?

This program was implemented by the District's health benefits committee to temporarily address special needs brought about by the pandemic. The current contract will expire on June 30, 2021.

FAQs—FEELING STRESSED? (Cont.)

Where can employees get more information about the EAP?

Call Anthem EAP at (800) 999-7222 or visit <https://www.anthem.com/employer/eap/employee/>. Click “Log in” in the Welcome to EAP box and then enter the code: LAUSD.

HUMAN RESOURCES PROFESSIONAL DEVELOPMENT SERIES

Leading a Strategic & Equity-Based Budget Development Process in Partnership with Families



A professional development series designed for new and new-to-site principals, provided by the Office of Parent and Community Services and the Human Resources Division.

Principals will have the opportunity to:

- **explore** and **engage** in processes that build trust through parent and community partnership,
- **reflect** on current practices regarding budget development and school plan-writing, and
- **plan** to implement learning in the 2021-22 school year.

Session 1:

Saturday, May 15, 2021

8:30am – 11:30am

Session 2:

Saturday, May 29, 2021

8:30am – 11:30am

Session 3:

Saturday, June 5, 2021

8:30am – 11:30am



LOS ANGELES UNIFIED
HUMAN RESOURCES

Principals will develop a process for engaging families in the plan-writing and budget development process.

Registration is limited to 30 participants. Priority is given to new and new-to-site principals at Title I Schools.

Please register in [MyPLN](#) by searching “Budget Development Family Partnership”

Participants will be paid 9 hours at their hourly rate.

Contact: families@lausd.net or Jose M. Rodriguez, Ed.D., jmr7481@lausd.net

SUMMER TERM PRINCIPAL

The Summer Term Principal application window is April 5 through April 16. Interested candidates may submit an application at <http://summer.lausd.net>. Please contact **Betty Castillo**, Beyond the Bell Administrator, at bac987@lausd.net with any questions.

KNOW TEACHER LEADERS INTERESTED IN PURSUING AN ADMINISTRATIVE CAREER?

Let them know about LAPASC!

LAPASC (Los Angeles Preliminary Administrative Services Credential) seeks to create a pipeline of high quality, equity driven leaders to serve the students of LAUSD. Integrating the learning from the field and current leadership theory, LAPASC is a one-year program which prepares candidates in four Instructional blocks: Instructional Leadership, Change Leadership, Systems and Operational Leadership, and Vision/Community Leadership. LAPASC seeks to support highly qualified candidates to serve in Los Angeles Unified urban schools by offering a comprehensive administrative preparation experience aligned to the required California Administrator Performance Expectations (CAPE) and the Los Angeles Unified School Leadership Framework (SLF).

LAPASC is a tuition-free, one-year, competency-based, job-embedded credentialing program for Los Angeles Unified teacher leaders interested in obtaining their preliminary administrative services credential and serving in high need schools.

Application period for LAPASC Cohort 1 opens on April 12, 2021, and ends on May 7th, 2021, at 5:00 p.m.

There will be an informational meeting held on April 12, 2021, at 4:00 p.m. for interested teachers: Join Zoom Meeting, <https://us02web.zoom.us/j/83980227595>

ACSA REGION 16

April 7, 8, and 9 – ACSA Region 16 is partnering with ITI and DOI for LEETS Festival 2021 (See [flyer](#))

April 13 – *Leading While Female* Book Study begins with **Delores Lindsey**: 4 week study begins Tuesday from 5:00 – 6:30 p.m. New participants who did not register with the Women in Leadership may register [HERE](#).

ACSA REGION 16 (Cont.)

Aspiring Administrators

Tuesday, April 13 at 7:00 p.m. –

Semester Focus: Your Future is Now, **Angel J. Barrett**, Region 16 and **Maria Thompson**, Region 15

How do I know what to write?

- How do I know what experiences to share?
- How do I use the CAPSELS and School Leadership Framework to align my experiences?
- How important is my vocabulary and what are the “in” words?

To Join Zoom Meeting, click [HERE](#). Meeting ID: 982 3644 5657, Passcode: ACSA

We are running between 50-60 participants in our Aspiring Administrators meetings. Anyone can join but only members will get the 1:1 help.

April 15 – Brown Bag Lunch

Focus Group for LCAP Feedback

Derrick Chau, Executive Director; **Karen Long**, Director of Strategy and Innovation; and **Sarah Chevallier**, LCAP Administrator

Focus group to provide feedback on the LCAP.

To Join Zoom Meeting, click <https://lausd.zoom.us/j/94886461846>.

Meeting ID: 948 8646 1846

IN MEMORIAM

LAWRENCE P. BIRTJA—Former administrator, Chanda Smith Consent Decree Unit, former principal of Perez and Lowman Special Education Centers, and former assistant principal of Sepulveda Middle School Gifted Magnet. Mr. Birtja retired on August 31, 2007, and passed away on March 15, 2021.

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, SCHOOL-BASED

Open to certificated and classified employees who meet the position requirements

ASSISTANT PRINCIPAL, ELEMENTARY

Harmony Elementary School, Local District Central, MST 38G, B Basis. For more information, contact **Elizabeth Bernal**, Community of Schools Administrator, at Elizabeth.bernal@lausd.net. Application deadline is 1:00 p.m., Tuesday, April 13, 2021.

ASSISTANT PRINCIPAL, ELEMENTARY

Main Street Elementary School, Local District Central, MST 38G, B Basis. For more information, contact, **Elizabeth Bernal**, Community of Schools Administrator, at Elizabeth.bernal@lausd.net. Application deadline is 1:00 p.m., Tuesday, April 13, 2021.

ASSISTANT PRINCIPAL, SECONDARY

Los Angeles High School, Local District West. MST 40G, B Basis. For more information, contact **Alfredo Ortiz**, Community of Schools Administrator, at alfredo.ortiz@lausd.net. Application deadline is 5:00 p.m., Tuesday, April 20, 2021.

ASSISTANT PRINCIPAL, SECONDARY

Western Avenue TECH Magnet School, Local District West, MST 39G, B Basis. For more information, contact **Dr. Guillermina Jauregui**, South Mid-City Community of Schools Administrator, at 310.429.5337. Application deadline is 5:00 p.m., Tuesday, April 20, 2021.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Muir Middle School, Local District West, MST 40G, B Basis. For more information, contact **Dr. Guillermina Jauregui**, South Mid-City Community of Schools Administrator, at 310.429.5337. Application deadline is 5:00 p.m., Tuesday, April 20, 2021.

ASSISTANT PRINCIPAL, SECONDARY

South East High School, Local District East, MST 41G, B Basis. For more information, contact **Jesus Nunez**, South Gate Community of Schools Administrator, at 323.224.3100. Application deadline is 5:00 p.m., Wednesday, April 21, 2021.

CERTIFICATED, NONSCHOOL-BASED

Open to certificated and classified employees who meet the position requirements

ADMINISTRATOR OF INSTRUCTION

Local District Northeast, MST 49G, A Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Wednesday, April 14, 2021.

ADMINISTRATOR, COMMUNITY OF SCHOOLS

Local District Central (3 Positions), MST 49G, A Basis. For more information, click [HERE](#). Application deadline is 4:30 p.m., Thursday, April 15, 2021.

Associated Administrators of Los Angeles

COORDINATOR, PLAN WRITING

Federal and State Education Programs, MST 40G, A Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Wednesday, April 14, 2021.

LEAD COORDINATOR, OPERATIONS SUPPORT SERVICES

Local District Central, MST 43G, A Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Thursday, April 15, 2021.

COORDINATOR, SCIENCE, TECHNOLOGY, ENGINEERING, ART, MATHEMATICS

Local District South, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 2:30 p.m., Friday, April 16, 2021.

INSTRUCTIONAL COORDINATOR, TK-12 (MATHEMATICS EMPHASIS)

Vacancy at Bell/Cudahy/Maywood Community of Schools, Local District East, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 16, 2021.

INSTRUCTIONAL COORDINATOR, TK-12 (ENGLISH LANGUAGE ARTS EMPHASIS)

Vacancy at South Gate Community of Schools, Local District East, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 16, 2021.

COORDINATOR, SECONDARY ENGLISH LANGUAGE ARTS (ELA) INSTRUCTION

Vacancy at Huntington Park/Vernon/Walnut Park Community of Schools—HP COS, Local District East, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 16, 2021.

COORDINATOR, INSTRUCTIONAL DATA

Vacancy at Huntington Park/Vernon/Walnut Park Community of Schools—HP COS, Local District East, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 16, 2021.

LEAD LOCAL DISTRICT DIRECTOR

Sunland Tujunga Community of Schools, Local District Northeast, MST 46G, A Basis. For more information, click [HERE](#). Application deadline is 4:00 p.m., Monday, April 16, 2021.

LEAD LOCAL DISTRICT DIRECTOR

San Fernando-Sylmar Community of Schools, Local District Northeast, MST 46G, A Basis. For more information, click [HERE](#). Application deadline is 4:00 p.m., Monday, April 16, 2021.

COORDINATOR, ELEMENTARY ENGLISH LANGUAGE ARTS (ELA) INSTRUCTION

Vacancy at East Los Angeles Community of Schools, Local District East, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Monday, April 19, 2021.

COORDINATOR, ELEMENTARY ENGLISH LANGUAGE ARTS (ELA) INSTRUCTION

Vacancy at Boyle Heights Community of Schools, Local District East, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Monday, April 19, 2021.

COORDINATOR, INSTRUCTIONAL DATA

Local District East (Vacancy at Boyle Heights & East L. A. Community of Schools), MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Monday, April 19, 2021.

SPECIALIST, STUDENT HEALTH AND HUMAN SERVICES

Vacancy at Central Office – Student Medical Services and Medi-Cal Billing, Division of Student Health and Human Services (SHHS), MST 37G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Tuesday, April 20, 2021.

SPECIALIST, INSTRUCTIONAL

North Hollywood Valley Village Community of Schools, Local District Northeast, MST 38G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Thursday, April 22, 2021.

SPECIALIST, INSTRUCTIONAL

Panorama City Community of Schools, Local District Northeast, MST 38G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Thursday, April 22, 2021.

COORDINATOR ELEMENTARY ENGLISH LANGUAGE ARTS (ELA) INSTRUCTION

Local District Northwest, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Thursday, April 22, 2021.

COORDINATOR, ENGLISH LANGUAGE DEVELOPMENT (ELD) COMPLIANCE

Local District Northwest, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 23, 2021.

COORDINATOR, SECONDARY ENGLISH LANGUAGE ARTS (ELA) INSTRUCTION

Local District Northwest, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 23, 2021.

COORDINATOR, ELEMENTARY ENGLISH LEARNER (EL) INSTRUCTION

Local District Northwest, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 23, 2021.

INSTRUCTIONAL COORDINATOR, TK-12

Vacancies at Monroe Community of Schools and LD Northwest COS Itinerant, Local District Northwest, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 23, 2021.

SPECIALIST, PSYCHOLOGICAL SERVICES SUPPORT

Division of Special Education (Charter), MST 38G, B Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Friday, April 23, 2021.

COORDINATOR, ELEMENTARY MATHEMATICS PROGRAM

Local District Northwest, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Monday, April 26, 2021.

Associated Administrators of Los Angeles

COORDINATOR, SECONDARY MATHEMATICS PROGRAM

Local District Northwest, MST 41G, E Basis. For more information, click [HERE](#). Application deadline is 5:00 p.m., Monday, April 26, 2021.

CLASSIFIED

SENIOR TECHNICAL PROJECT MANAGER (1202)

Information Technology Division (ITD), \$108,066 – \$133,832, 12-month position. For more information, click [HERE](#). Application deadline is April 19, 2021.

TECHNICAL SPECIALIST

Information Technology Division (ITD), \$115,500 – \$143,200, 12-month position. For more information, click [HERE](#). Application deadline is April 23, 2021.

PREVIOUSLY ANNOUNCED POSITIONS

| CERTIFICATED POSITION | LOCATION | CONTACT | DEADLINE |
|---|---------------------------------------|---|-----------------|
| <i>ASSISTANT PRINCIPAL, ELEMENTARY MST 38G, B Basis</i> | William R. Anton ES LD East | Cristina Muñoz cristina.munoz@lausd.net | April 16, 2021 |
| CLASSIFIED POSITIONS | LOCATION | CONTACT | DEADLINE |
| <i>COMPLEX PROJECT MANAGER \$97,893.96 – \$121,421, 12-month position</i> | Facilities Services Division | Click HERE | April 14, 2021 |
| <i>DATA BASE ADMINISTRATOR \$107,307 - \$132,800, 12-month position</i> | Information Technology Division | Click HERE | When Filled |