

August 30 ,2021

UPDATE

PREZ PAIZ GOES TO BOE

Good afternoon President Gonez, Superintendent Reilly, Board Members, Senior Staff:

I am Nery Paiz, President of the Associated Administrators of Los Angeles. I want to once again thank you for the invitation to share in the excitement of opening day; and the opportunity to see our certificated and classified members doing what they do best, serving our students.

I am here today because school site administrators especially need your help. The enthusiasm of returning to school sites is quickly losing its luster. Principals and assistant principals are consumed by everything required of them when a member of their school community tests positive for COVID-19. Many members have expressed they do not have the medical training nor have they been given appropriate protocols when coming in contact with an individual testing positively for the virus.

I am respectfully requesting the duties and responsibilities be recalibrated so the burden of responsibility with positive cases is shifted to the Los Angeles County Department of Mental Health and the central office Community Engagement Department. This recalibration should be messaged centrally and not left to the six local districts followed by the forty plus community of schools. Directives are getting misinterpreted and miscommunicated when ciphred through the local districts and community of schools.

I also come to you with a plea that has so far fallen on deaf ears. As one member shares, "I can't keep-up with all of the emails and the plethora of information." The amount of emails, information, and meetings need to curbed overall and at least through norm day. Moreover, our members are requesting you direct all senior staff and anyone sending emails to our members to copy you and every board member through Norm Day so you can see first-hand the volume and duplication of correspondence. For now and in the interest of time, I will share specific voices from the field in this week's newsletter of how impossible it has become to lead a school.

President Paiz thanks those members with the professional courage to share up close and personally what is truly happening at schools and office. Rest



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DON'T FORGET!

Please be sure you and your fellow administrators have uploaded your vaccination records on dailyypass.lausd.net if you received from external source. Any questions please call your LD Testing Coordinator or call the Hotline 213-241-2700.

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Associated Administrators of Los Angeles

PREZ FROM PAGE 2

assured the voices from the field are kept confidential and help shape the demands made to the District to enact positive change.

Dear Mr. Paiz,

I am sending you this email because it is Thursday, 4 days into the new school year under new norms and I am feeling the most frustrated that I ever had in the many years that I have served as a Principal. I consider myself to be very confident and effective, but this year has truly tried my patience and organizational skills.

We had students tested for their baseline prior to the start of the school year and I was able to see which students at my school tested positive on the dashboard, but with all the craziness with the Daily Pass (or lack of) by many of our parents, we started Monday with only 38% on Parent Portal/Daily Pass... one of students who tested POSITIVE slipped through the cracks and attended the first day of school and we didn't find out about it until he was being picked up from the BTB Program. This prompted a few phone calls, emails and completion of an IEM form to CE.

Tuesday was our Mobile Testing Day and here we are on Thursday with many of our staff and students still showing PENDING on their test results. I realize the volume of tests is much larger now that school has begun but without accurate information, we cannot exclude this week's students who tested POSITIVE in a prompt manner for the safety of all our stakeholders.

[\(Click here to read the complete letter.\)](#)

Dear Nery,

It is only week 1 and many principals are expressing deep frustration. One colleague summed it perfectly, "I can't be principal and COVID Compliance Manager. The latter is a full time job."

To ensure safety for my site, I now have three entrances, three recess and three lunch periods. Furthermore, I am a co-located site. This means

our recess start at 8:50 am. and continues nonstop until 1:30 PM. Personally, supervision is taking a toll on me. I have to supervise from 7:30- 8:15 a.m. at the start of the day. Then, I have to supervise during all three recess and lunches from 8:50 am. to 10 am. and once again from 10:50 a.m. to 12:35 pm. Finally, I have to supervise during dismissal from 1:55 PM to 2:15 PM. This is almost 4 hours of my day!

Why am I subjecting myself to do this? Because I am short in personnel. I have TAs, Campus Aide and Supervision Aide vacancies. As a result, I was unable to visit a single classroom this week. As a matter of fact, I am at school writing this email to you. Why? because this is the only time I have to complete /respond to all district requests. I should not have to work on my weekends to simply finish up my regular tasks.

[\(Click here to read more.\)](#)



Lastly, our members are requesting you approve Extra Duty Pay with minimal bureaucratic requirements so they can manage all that is being asked of them and can return to their core duties like monitoring classroom instruction.

I want you to know it is my intent to remain positive and collaborative as we work together to improve the working conditions of the members I serve. And I hope you take immediate action to address what they are experiencing so far. I think we can all agree it is too early for the majority of the membership to be demoralized, overwhelmed, and almost hopeless.

Healthcare FAQs - Are You Experiencing Heartburn?

I sometimes get a burning feeling just below my breastbone after eating. Is this heartburn or gastrointestinal reflux (GER)?

Heartburn, indigestion and GER are terms often used interchangeably, when stomach acid comes back up into your esophagus. The resulting symptoms may include a burning feeling—from a sour or bitter taste in your mouth to a sore throat or hoarseness and coughing. Studies show that between 20% and 30% of the population experience heartburn about once a week. When heartburn occurs consistently and frequently, your condition is referred to as gastrointestinal reflux “disease” (GERD).

How do I know which I have—heartburn/GER or GERD?

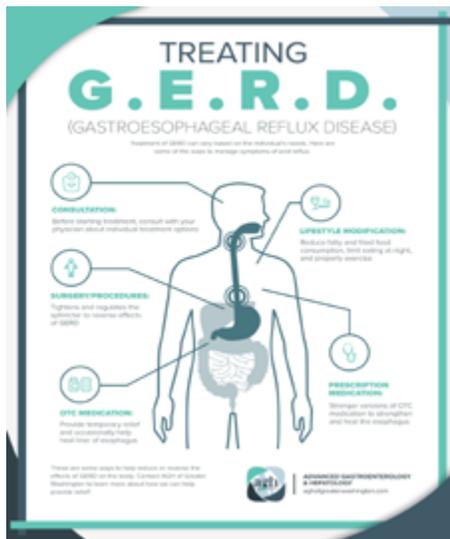
If you have several of the following symptoms, you may have GERD:

- Has the pattern of your heartburn gotten worse than it used to be?
- Do you wake up at night with heartburn?
- Do you have difficulty swallowing?
- Is heartburn persistent despite taking nonprescription medication?
- If asthmatic, do your symptoms worsen at night, after eating, lying down, or exercising?
- Do you have an unexplained weight loss or loss of appetite?
- Does heartburn interfere with daily activity?
- Are you taking increasing amounts of nonprescription medicine to control heartburn?

Why should both occasional heartburn and GERD be treated?

Treating heartburn, GER and GERD is essential to prevent damage to your esophagus, reducing the risks of inflammation, esophageal ulcers, esophageal “stricture” (narrowing of the esophagus), esophagus cancer, and tooth decay.

You can treat occasional heartburn by watching your diet or with a nonprescription antacid or H2 blocker.



“Heartburn.” by Adam Brown! is licensed under CC BY-NC-ND 2.0

If you get heartburn or GER more frequently and chronically, it’s important to see your doctor.

Are there dietary changes I can make to prevent heartburn or GER?

Yes. According to the National Institute of Diabetes and Digestive and Kidney Health, you can do the following:

- Eat small, frequent meals instead of three large meals
- Eat at least two to three hours before going to bed
- Avoid drinking coffee, tea, carbonated drinks and alcoholic drinks
- Avoid acidic fruits and drinks, such as orange, grapefruit, lemon, tomato, cranberry and others
- Avoid eating chocolate, peppermint, spicy foods, fatty foods (French fries, potato chips, doughnuts, butter cookies, etc.), creamy foods (creamed soups, macaroni and cheese, cheesecake, etc.), tomato and tomato products

What over-the-counter, non-prescription products work for relieving heartburn or mild GER?

Doctors recommend antacids or H2 blockers. Antacids include products like Maalox, Mylanta, Roloids, and others. H2 blockers reduce acid production and include cimetidine (Tagamet HB), famotidine (Pepcid AC), and nizatidine (Axid AR).

How do doctors treat GERD?

Depending on the severity of your symptoms, your doctor may have you take over-the-counter medications and recommend lifestyle changes, such as weight loss, diet changes, and/or increased physical activity. If your condition doesn’t improve, your doctor may refer you to a gastroenterologist, a specialist in digestive diseases and disorders.

For additional information about heartburn, GER and GERD, click [HERE](#).



Time Management & School Leadership: Not an Oxymoron

“Leaving some things unfinished until the morning is probably not an issue that is going to bring about the end of the world.” Tent Sherman, 2018 West Virginia Principal of the Year.

One week into the school year and frontline managers are already buried in deadlines, e-mails, and meetings. You have a task to complete and submit NOW, parents want to meet NOW, you are expected to attend a meeting NOW. Frontline managers are already drowning with no life raft in sight. Two well known strategies to attack the myriad of growing tasks on an administrator’s plate are time management and delegation. However as frontline managers at single administrator schools know oh so well, many times delegation is to, “me, myself, and I.” At the same time, it is imperative you attend to your cognitive and physical health as well as your personal life. Frontline managers constantly refer to higher stress levels due to never-ending tasks and responsibilities. Stress is manifested in higher blood pressure, high blood sugar that may lead to diabetes, weight gain, insomnia, and GERD (See this issue’s Healthcare FAQs). How do you find the balance when you are forced to do something?

School consultant and author Frank Buck recently presented a seminar titled “Time Management: Total Control & Peace of Mind” at a National Association of Elementary School Principals (NAESP) summer conference. He describes time management as, “doing what needs to be done, when it needs to be done and having the necessary tools to do the task at hand, as well as leveraging the help of others”. Key takeaways from the seminar were:

1. Have an “in,” “out,” and “pending” box or basket to organize your day and keep focused on the day.
2. Make a digital task list detailed enough to make the task easy to start.
3. When you consolidate all of your tasks in one place, you become more efficient and able to delegate appropriately.
4. ETR – Expect to receive notation on task list for tasks or items other people owe me.

5. Write out my “Fab Five”. If I am only going to get 5 things done today, these are the most important.

One strategy Frank Buck suggests is to use an IN Box to hold items and go through all items in one sitting once a day. Items to delegate or quickly dispensed go into your OUT box, items that require more time to complete go to the PENDING box. The same goes for your email. Go through your email at specific times of the day and not every time you are at your desk and follow the same process. The idea is that you go home with your



physical and email IN boxes empty and for your desk to never be covered with files, messages, paperwork, unread mail, etc.

Next, have a searchable digital tool with task list capabilities. All district employees have access to the complete Microsoft Office 365 suite which includes Notes and Tasks embedded in Outlook. Keep track of delegated tasks on your digital tasks list to ensure they to are completed by your assigned due date.

And what is that Fab Five list? As you organize for the following day ask yourself, “if I can only complete five tasks tomorrow, which are the most important?” A searchable tasks list makes quick work of identifying pressing items and placing them on the top of your work list. Dispense of these items as quickly as possible the following day.

Monitor your task list and address tasks before their due date so you have time to revise if needed. Have a process to address recurring tasks so you are not scrambling at the last minute to meet a deadline.

TIME MANAGEMENT FROM PAGE 4

And, don't forget the email that has crept out of your workday into your personal life. Think of your email app as your mailbox at home. When you retrieve your snail mail, you keep what you need and toss out junk mail or what you have read but do not need to respond to. Deal with your email in the same manner. Create folders to organize read emails that need your attention or you need to keep for further reference. Delete everything else. Your inbox should not be a repository of read mail. And most importantly, you only read and respond to email at specific times of the day. Resist the urge to constantly check emails on your smartphone when not in your office. Senders will eventually realize that they will not receive an immediate response from you.

Want to learn more? Check out *Get Organized! Time Management for School Leaders*. Frank Buck, © 2016 Routledge Press. It is an easy read and can be rented from book rental platforms such as Amazon at a third of the cost of buying the book.

Don't Allow Your Stressful Work Life to Lead to Unhealthy Habits

According to the [National Institute on Aging \(NIA\)](#), brain health encompasses: cognitive health, motor function, emotional function, and tactile function. They cite leading research that points to the following healthy living steps that are linked to cognitive health:

- Taking Care of Your Physical Health
- Managing High Blood Pressure
- Eating Healthy Foods
- Being Physically Active
- Keeping Your Mind Active
- Staying Connected with Social Activities
- Managing Stress

Frontline managers, think about your daily activities due to your ever mounting tasks and responsibilities. Be honest and ask yourself, how many of these healthy living steps do you practice with fidelity? Keeping your mind active is easy, especially with professional development preparation and local district instructional foci, including research-based reading material. What about the others? Do you find yourself cancelling

medical, dental or vision appointments due to work commitments? Do you eat on the run, whatever you can grab, and quite possibly be skipping breakfast or eat after the school day ends? Do you go home with unfinished tasks and put off gym visits or even walking in your neighborhood? How about your family and social life, are they also being negatively affected by your work life encroaching on your personal time? How is your stress level, especially after dealing with positive COVID cases on campus? And your blood pressure?

When your work life precludes you from taking care of YOU, there are serious health consequences. How many times have you heard, "practice self care," "take care of yourself first," "your health comes first!" The irony lies in that the same people giving you advice may be turning around and placing more work and deadlines on you, as if your plate isn't already cracking under all of your work!

The old adage that the work remains with or without you is oh so true. Don't fall into the trap of believing you are irreplaceable. We all can be replaced in a heartbeat. It is time for you to take care of YOU first to be a better leader. Make a commitment to YOU and allow the healthy living steps that the NIA lists for cognitive health to become part of your daily routine.



[A Healthy Mind is Key to a Healthy Body: Dr.'s Notes](#)

Start by implementing time management strategies to get a handle on your tasks and responsibilities. Once you have a plan in place, stick to it. Next, repeat the mantra, "this is not a 24/7 job" until you accept the fact that while frontline managers are super heroes, you are not super human. If you are a frontline manager, you are a *seasoned* educator and not invincible. You need to care of your mind and body not only for the present, but also for your future. Whether retirement is near at hand or in the distant future, don't you want a life worth living once you do retire?

Human Resources Updates

REMINDER: TEACHER ASSISTANTS TO SUBMIT GRACE PERIOD REQUEST FORM

The Division of Human Resources has reached out to Teacher Assistants (TAs) to remind them that their Collective Bargaining Agreement allows a one-semester grace period in each Degree Track employee's career for those who fall short of the annual requirement for a given year or once in a Non-Degree Track employee's career for those who enrolled but were unable to successfully complete the course. HR has reached out to the TAs who have not taken advantage of the one-time grace period and asked them to submit the Grace Period Request Form to the Teacher Assistant Unit if they are interested in continuing in their assignment. Please remind TAs to submit the Grace Period Request Form to the Teacher Assistant Unit as soon as possible.

TOP 5 STRATEGIES TO ENSURE SUBSTITUTE COVERAGE

1. Create a welcoming environment (i.e. greet them by name, have materials ready, and provide a Substitute folder)
2. Develop a comprehensive check-in system for substitutes that includes the following:
 - A sub folder
 - Instructions on how to access MiSiS and Schoology
 - Any special events of the day
 - Bell schedules
 - Special students of the class they are supporting for the day
 - Provide a staff roster
3. Encourage teachers to report absences early whenever possible
4. Send out email blast announcements to advertise assignments
5. Create a preferred substitute list with staff input

2021-2022 ASPIRING ADMINISTRATOR PROGRAMS

The Aspiring Administrator Programs are the District's primary promotional pathway for educators to become principals and assistant principals. The application window for these programs will be closing on September 10, 2021. Use the following links to access the applications:

Aspiring Principal Program-

<https://my.lausd.net/webcenter/faces/wccdoc?dDocName=ID053500>

Aspiring Assistant Principal Program- <https://my.lausd.net/webcenter/faces/wccdoc?dDocName=ID053501>

Please remember to download the fillable attachments. We look forward to your submissions. For questions, please contact Heather Lowe at hlowe@lausd.net.

ROSTERING UTLA-REPRESENTED STAFF FOR 2021-2022 EVALUATIONS

School site administrators, please indicate in the Staff Roster tab on MyPGS which staff members you plan to evaluate using the Educator Development and Support processes. For guidance, please click on this [Rostering Memo](#). Non-school administrators may follow the steps in the [Getting Started Guide](#). Visit the [Resources tab in MyPGS](#) for more information, including the *frequency of evaluation* policy, notification templates, timelines and calendars, video tutorials, and more.

SCHOOL LEADER EVALUATION TRAINING

All principals and assistant principals who are scheduled for evaluation are invited to participate in EDSSL 101 to learn about the LAUSD School Leadership Framework and the Educator Development and Support: School Leaders (EDSSL) process.

Register in [MyPLN](#): Keyword EDSSL 101

All new Community of School Administrators, Directors, and Principals evaluating school leaders are invited to participate in EDSSL Observer Certification. The 2.5-day training will prepare supervisors to observe, support, and evaluate principals and assistant principals.

Register in [MyPLN](#): Keyword EDSSL Certification

EDS OFFICE HOURS

If you need assistance with evaluations or need support navigating the MyPGS platform, please visit our EDS Office Hours starting August 20, 2021 from 2:00 – 4:00 pm or contact Cecilia Duenas cecilia.duenas@lausd.net or Silvia Rubalcava at sxr8628@lausd.net

Office Hours Zoom link: <https://lausd.zoom.us/j/86023099747>

AALA Benefits Corner

Ah, Summer. Sunshine, hot weather, trips to the lake, BBQs, picnics under trees, Fido eating an entire tray of hamburgers, or Rover gets stung by a bee. Vet bills are expensive and one of those times of year for an uptick in accidents or illnesses in your pets. Nationwide Pet Insurance could help mitigate, or even eliminate, some of the costs associated with both routine and emergency Veterinary care. There are 3 levels of coverage available. You can customize a policy to suit your needs and budget.

* The Pet Wellness Plan covers basic wellness services as well as accidents. (\$0 Annual Deductible.)

* The Major Medical Plan covers accidents, common and serious illnesses, some hereditary conditions (after a one year waiting period) and procedures and services such as surgery and hospitalization related to an accident or illness. (\$250 Annual Deductible.)

* The Whole Pet with Wellness Plan is a combination of the above two plans. It covers routine wellness services for your pet as well as major accidents or illnesses. It also automatically reimburses you 90%



back on your Veterinary Bill for covered services/conditions. (\$250 Annual Deductible.)

All levels of insurance receive free, 24/7 access to a veterinary professional via the vethelpline. In addition, as a member of the Associated Administrators of Los Angeles (AALA), you will receive a 5% group discount on your first policy. Additional pet policies (up to three), will each receive a 10% multi-pet discount.

For more information on the Nationwide Pet Insurance Plans, to receive a quote, or to enroll, please call 1-877-738-7874 and indicate you are a member of AALA to receive the appropriate discount. You can also get a quote and enroll online by going to benefits.petinsurance.com/associated-administrators-of-los-angeles-npr (All discounts are automatically factored into online quotes via this link.)



THANKS FOR DOING YOUR CIVIC DUTY AND VOTING! Upcoming Special Election September 14, 2021

All registered voters should have received a ballot by mail last week. Ballots returned by mail must be postmarked by September 14, 2021. **Vote right now!!! Do not wait!!!** Democracy wins when we all participate!

Child Abuse Awareness Training (CAAT) on MyPLN is due September 30.

Update your info. with AALA - Esteemed members, in order to keep you informed and be able to share communication with you, please be sure we have your latest contact information and work location. Contact Gema Pivaral at gpivaral@aala.us or at 213/484-2226.

Become an AALA Angel

AALA established FRIENDS OF AALA, a 501(c)(3) nonprofit corporation in January 2011, to continue our outstanding student scholarship program for deserving LAUSD students. In Spring 2021 AALA awarded 40 scholarships to graduating seniors representing high schools and community adult schools. The 2020-2021 school year marked AALA's 39th year providing scholarships to students.

Friends of AALA also recognizes the tremendous support given by community volunteers at local school sites and presents five awards each year.

The Board of Friends of AALA meets its annual fundraising goal by seeking donations from AALA's active and alumni members, private foundations, service clubs, organizations, and businesses. The generosity of these donors is much appreciated.

For as little as \$5 or \$10 a pay period, you can support these deserving seniors by clicking [HERE](#). All donations to FRIENDS OF AALA are tax deductible.

Associated Administrators of Los Angeles



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/1566> (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 positions are open to certificated and classified employees who meet the position requirements.

Click [HERE](#) for school based positions

Click [HERE](#) for non-school based positions

CLASSIFIED positions are open to certificated and classified employees who meet the position requirements.

Click [HERE](#) for current job opportunities.

Interest Groups - News You Can Use

ACSA Region 16 Weekly Updates

ACSA Region 16 will be featured in August 23rd EdCal. <https://edcal.acsa.org/acsa-at-50-r16-golden-anniversary>

Please check out our webpage at:

<https://www.acsaregion16.com/>

Please follow us at:

Facebook: <https://www.facebook.com/ACSAXVI>

Twitter: <https://twitter.com/ACSARegion16>

Instagram: https://www.instagram.com/acsa_r16/?hl=en

Scholarships for Professional Learning

ACSA Region 16 is offering scholarships for our members to attend ACSA academies and conferences. For information and a direct link to the application, please click here:

https://www.acsaregion16.com/apps/pages/index.jsp?uREC_ID=1126779&type=d&pREC_ID=2199192

Aspiring Administrators

Our next meeting is Tuesday, September 14 at 7 p.m. We will be focusing on the interview process with special guests. Encourage your teacher leaders, coaches and coordinators to join us. Everyone is welcome.

Join Zoom Meeting

<https://us02web.zoom.us/j/83006706608?pwd=enZzdi9hVGhKdmtJb2p0NVZhMDJjZz09>

Meeting ID: 830 0670 6608

Passcode: ACSA

September 23 Cultural Proficiency Brown Bag Series opens with Delores Lindsey (Cultural Proficiency Manual, Leading While Female). Our Cultural Proficiency Committee, led by Simone Charles, Principal, Whitney HS, leads the team.

October 3 Cultural Proficiency Learning Opportunity kickoff at the Museum of Tolerance

October 6 at Whiskey Reds in Marina Del Rey for our first social networking event

January 30 ACSA Region 16 Cultural Proficiency Conference at the Museum of Tolerance

March 5 Women in Leadership Conference

If you are not a member YET, please reach out to Dr. Tracy Eagle, ACSA Membership Chair at txe6024@lausd.net or at: <https://www.acsa.org/join>.

Associated Administrators of Los Angeles

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I am sending you this email because it is Thursday, 4 days into the new school year under new norms and I am feeling the most frustrated that I ever had in the many years that I have served as a Principal. I consider myself to be very confident and effective, but this year has truly tried my patience and organizational skills.

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- I am unable to print a disallowed list as when I place my cursor on the Case Type, and try to select "Disallowed" the cursor returns to the top box of Case Type. I had to export the list into Excel Format and manually delete all the "allowed" students in alphabetical order to be able to produce a "disallowed" list for our gates on Tuesday.*

- I had to send about 6 families to retest at Northridge MS because they had an inconclusive test. A parent informed us of 2 Positive Covid Tests because her children's test results are still "pending" at this hour and she took her children to test elsewhere.*

- We cannot be expected to do our jobs effectively if EVERY WEEK we will need to go through this process and inform all "close contacts" that they must quarantine. Completing paperwork for positive COVID*

cases, investigating, and gathering information for all those involved and making phone calls to parents is TIME CONSUMING in a period when we are SHORT STAFFED due to our AIDES being TERMINATED!!!!

While all of this is going on:

- parents are being helped with the Daily Pass & Parent Portal, we have increased to 74% of Parents on Parent Portal.*

- I am helping at the gates with check-in, parent questions, turning students away (with no covid test, positive results or pending results).*

- I am supervising at recess (again because there aren't enough aides)*

- I am supervising at our 3 lunch periods (again, not enough aides)*

- Helping my office answer phone calls as they are helping Parents with Parent Portal & Daily Pass*

- dealing with City of Angel issues with families who haven't heard back from them*

- I am supporting our BTB Program after-school as they are short staffed (until 6PM).*

- addressing parent beginning of the school year concerns, etc., etc., etc.,*

I can't keep up with all the emails and plethora of information. I have been here till almost 7PM daily and by then I have worked a 12+ hr. day.

I can handle challenging, but we at the school sites have been give all these new layers that we don't have enough support to deal with:

- PSW's still processing and not at our locations.*

- Nurse only here 2 days.*

- Aides Terminated at the most critical time (THIS WAS THE WORST!!!), I know some of it has been remedied but REALLY did we have to go there at this critical return to school time???*

Anyways, I have to attend a BTB issue now so I will end on this note!

I am EXHAUSTED!!!!!! THIS IS TOO MUCH!!!!

Associated Administrators of Los Angeles

Dear Nery,

It is only week 1 and many principals are expressing deep frustration. One colleague summed it perfectly, “I can’t be principal and Covid Compliance Manager. The latter is a full time job.”

To ensure safety for my site, I now have three entrances, three recess and three lunch periods. Furthermore, I am a co-located site. This means our recess start at 8:50 am. and continues nonstop until 1:30 PM. Personally, supervision is taking a toll on me. I have to supervise from 7:30- 8:15 a.m. at the start of the day. Then, I have to supervise during all three recess and lunches from 8:50 am. to 10 am. and once again from 10:50 a.m. to 12:35 pm. Finally, I have to supervise during dismissal from 1:55 PM to 2:15 PM. This is almost 4 hours of my day! Why am I subjecting myself to do this? Because I am short in personnel. I have TAs, Campus Aide and Supervision Aide vacancies. As a result, I was unable to visit a single classroom this week. As a matter of fact, I am at school writing this email to you. Why? because this is the only time I have to complete /respond to all district requests. I should not have to work on my weekends to simply finish up my regular tasks.

Additionally, I had two exposure cases this week. Both took a lot of time. As a matter of fact, I had to complete one this morning. And this is the beginning, and the case count will go up. Like my colleague stated, we can’t be expected to be principals and COVID compliance officers.

Finally, as you are aware, staffing shortage is a real issue. Many schools have both certificated and classified vacancies.

Despite the Supt.’s self-congratulatory message about how we had a great opening, many of us are getting so overwhelmed that we are seriously thinking of quitting/retiring. And this only week 1. Top leadership needs to support their principals with actions, not words. Otherwise, they may be facing defections.