

SEPTEMBER 6, 2021

UPDATE

AALA Enters Certificated Bargaining

The Associated Administrators of Los Angeles is proud to announce its bargaining team is ready and eager to successfully negotiate a certificated successor agreement. The team members are:

- Nery X. Paiz, President, npaiz2@lausd.net
- Juan A. Flecha, Lead Negotiator, jflecha@aala.us
- Kevin Kilpatrick, Vice President, School Support Administrators, kevin.kilpatrick@lausd.net
- Richard Guillen, Vice President, Elementary, rguill1@lausd.net
- Elsa Madrid, Vice President, Adult, aem76041@lausd.net
- Dr. Ayanna E. Davis, Vice-President, Early Education, ayanna.davis@lausd.net
- Dr. Judith Perez, AALA Past President, judithperez@aol.com

The membership's priorities continue being: compensation, health benefits, and administrative workload. Please feel welcome to email any team member with ideas and suggestions and complete the brief survey ([click HERE](#)).

Thank you to the voice from the field below for giving the bargaining team the rallying cry as the association approaches negotiations with the District. This voice is an important catalyst to make all of us come together to best support our members in good standing.

Dear Interim Superintendent Reilly,

As a school principal I believe the District was shortsighted in anticipating how Covid-19 would impact staffing at schools. On a daily basis students and staff are being sent home to quarantine; most are close contacts. Schools scramble daily for substitutes; many never show up and go unfilled. This leaves principals in a panic trying to find teachers to cover classes.

This school year many employees were promoted to positions at the COS Centers, and in programs such as Primary Promise, Restorative Justice, and Black Student Achievement. While I'm sure these programs are noteworthy; at this time, the decision to open these positions during a pandemic was



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September 3 - Admissions Day

September 6 - Labor Day

September 7 - Rosh Hashanah

September 16 - Yom Kippur

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irresponsible on the District's part. Schools have been left bone dry, which has caused serious academic and safety concerns. While your intentions may have been to support students, unfortunately the exact opposite occurred.

Everyday school board members and LAUSD superintendents give principals lip service and remind us we are heroes, but I don't think many have a clue to what's happening at schools. Your decision to deplete the schools of experienced teachers during a pandemic has negatively impacted students. Furthermore, principals can't run schools and be Covid-19 Compliance Officers; the latter is a full-time job. The damage is done. The best thing you can do now is to place a Covid-19 Compliance Officer at each school and hire more substitutes. You must relieve the burden you have placed on principals and schools.

Sincerely,

LAUSD Principal

*Cc: Board President Kelly Gonez
Nery Paiz, AALA President*



We are encouraging members to:

- Attend the representative assembly meeting on Thursday October 7, 2021 virtually.
- Be in good standing by completing the required paperwork ([click HERE](#)) and become eligible to participate in the ratification vote. Call (213) 484-2226 to confirm you are a member in good standing.
- Always remember it is our contract and we all must actively work to make it effective.



Superintendent Search Begins With Constituent Surveys

The LAUSD Board of Education is gathering input from organizations on the selection of the next Superintendent to run the district. The next Superintendent must reflect the priorities of the entire LA Unified community.

LAUSD, with input from dozens of stakeholder groups, has developed a 3-4 minute 21 question survey to hear directly from those most impacted by the selection of the next Superintendent. It is completely free, safe and anonymous.

Use the link to the survey and make sure your voice is heard. And, share the information with your school community and encourage them to give their two cents!

https://www.research.net/r/lausd_unions The survey is LIVE and ready!

Collaborate, a public affairs firm in Los Angeles, has been engaged to conduct an ambitious community outreach campaign to hear directly from parents/guardians/caretakers, students, faculty, staff, unions, and stakeholders to ensure the next superintendent reflects the priorities of LA Unified communities.

Share this unique flyer with a [QR Code & Direct Clickable Link](#) with your respective constituent groups.

Refer to the Community Toolkit (in [English](#) & [Spanish](#)) which includes suggested messaging and various creative assets (images for social media, flyers, etc.) that you can use.

Healthcare FAQs - NEW TECHNOLOGIES-INDUCED PAIN – “TEXT NECK”

Have you noticed that a lot of folks—those standing in lines, sitting in a waiting room, or waiting for food in restaurants, and especially young teens—spend a lot of time hunched over their smartphones? Clinically labeled the “text neck syndrome”, scientists estimate 75% of the world’s population flex their heads forward for hours each day looking at their mobile device screens. This phenomenon can lead to musculoskeletal pain—or more simply, neck pain. What’s new about neck pain is that it is no longer an adult pain, but one that extends to adolescents and even younger children.

What happens with the spine when the head is flexed forward?

Anatomically, an adult’s head weighs about 12 lbs. when in a neutral position on the spine. When the head is flexed, the weight of the head increases dramatically, doubling in weight at 15° and reaching more than five times its weight at 60°. Frequent hunching can change the cervical spine, its curvature and the supporting tendons and ligaments and can result in neck pain and changes in posture. It is not unusual for children and adolescents to spend 5 to 7 hours a day reading and texting on their smartphones with heads flexed forward. Five hours a day adds up to 1825 hours a year!



From SPINE-health, Veritas Health, LLC.

Five hours a day adds up to 1825 hours a year!

Are there studies that verify children suffer from neck pain as a result of smartphone use?

A growing number of studies across the world are investigating children with neck pain and upper back pain. In one study, children between the ages of 8 and 17 years spent an average of 5-7 hours daily on their handheld devices. The average neck flexion was about 45°. All the children reported neck pain, 69% reported shoulder pain, 61% lower back pain, and 13% arm pain. Eight-two per cent reported irritability, 62% stress, 59% anxiety, 82% exhibited poor communication, and 64% showed lower school marks. In addition to neck pain, other studies have evaluated children and adolescents with upper back pain associated with use of screen-based activities and increased sedentary lifestyles.

What are the long-term effects of “text neck?”

The current lack of validated tools for measuring neck pain makes it difficult to measure the long-term impact of neck pain from adolescence to adulthood. What is known is that pain in childhood is related to pain in adults. Without changing one’s behavior, we can only conclude that neck pain and its associated effects such as headaches, rounded shoulders, and reduced mobility will continue and/or worsen.

What can be done to prevent text neck?

Prevention is the key to preventing text neck. Start by raising awareness of neck flexion—your own viewing and texting habits, as well as those of your children. Make changes to how you use your smartphone or handheld devices. Some tips include:

1. Hold smartphone at eye level so that head is in a neutral position.
2. Take frequent breaks when viewing and texting. Use a timer to remind yourself to prevent neck deformity.
3. Download an app that makes you aware of your own neck flexion and helps you correct your viewing angle. Apps are available for both Android and IOS smartphones and mobile device. Simple search “tech neck” and available apps will display.

For more information, search “Text Neck” or “Tech Neck” on your favorite search engine.

Self Care is More Important than Ever

We all get lip service about self-care. But, what does that actually mean? According to the [World Health Organization](#), self-care is broad concept which also encompasses hygiene, nutrition, lifestyle, environmental factors, socioeconomic factors, and self-medication. Continuing from last week's Update that addressed job-related stress, let's look at self-care for stress management.

Start off by giving yourself a break. Whether it is a bubble bath, hanging out in your hot tub or a spa day, that warm water helps you relax. When was the last time you treated yourself to a healing massage? I will bet someone gave you a certificate and it is somewhere

in your drawers. This is the time to pull it out and go pamper yourself! how about a mani-pedi or a facial? Focus on what helps you relax and feel good!

How about some time alone? Meditation provides you with much needed self-reflection in a quiet space. Apps like Calm and HeadSpace provide soothing music and meditation sessions. While free of cost to educators last year, you will need to look into prices. Even signing up for the free Calm Daily Mindfulness Tips emails are of enormous use; Monday's encouraged you to carve out a few moments to acknowledge the gifts in your life.



And the big enchilada? Social time with family and friends. Maintaining your social connections does wonders for your emotional and mental well-being. It may be a day out with old friends (socially distanced, of course) or hanging out with your kids or significant other watching a movie or playing board games. Just make sure work does not creep back and take over your "me" time.

Southern California Day Trips - Just Paradise

Living in So Cal means you can go from beach to mountains to desert in literally two hours. Well not withstanding traffic, Southern California has some of the most diverse ecosystems and getaways. You can start off early on a day trip or extend it into a few days. Hands down the best stay-cation destinations are here!

Starting of in the desert there is Palm Springs with relaxing spas, golf courses, hiking, and the Whitewater Preserve a short drive away. Desert Hot Springs is home to Cabot's Pueblo Museum, a Pueblo-style house filled with artifacts collected from Alaska to Cuba by homesteader and adventurer Cabot Abram Yerxa and his family. Also in the desert is Joshua Tree National Park and the Anza-Borrego Desert State Park. At Joshua Tree you can explore the Indian Cove Nature Trail or go



rock climbing at Echo Cove. While at Anza-Borrego, you will find spectacular displays of wildflowers in the spring and 6,000 year-old archaeological findings. If you are looking for a different desert, try Death Valley National Park which boasts some of the highest temperatures and the lowest in the country, Badwater Basin. You can also find Titus Canyon with its ghost town and colorful rocks. Looking for a desert not quite that hot? Head over to the Antelope Valley Poppy Preserve in the high desert. A spring trip will reward you with a sea of orange California poppies!

Want something even cooler? Head south to San Diego County. In the eastern part of the county you will find Julian nestled in the Cuyamaca Mountains. Julian, part of California's gold rush era, offers tours through tunnels of an abandoned gold mine

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from bygone days. It is a travel back in time to a quaint village which turns into a winter wonderland when the snow arrives. If you are looking for something a wee bit closer to the ocean try Cabrillo National Monument, Coronado Island or Solana Beach. The monument sits at the tip of the Point Loma peninsula a few minutes north of downtown San Diego. Spanish explorer Juan Rodriguez Cabrillo landed there in 1542 leading the first European expedition to the western coast of the Americas. If you visit in October you might experience the Cabrillo Festival Open House. A bit south is Coronado, an isthmus that is home to the historic Hotel del Coronado, a Victorian era hotel built in 1888. Solano Beach just north of Del Mar is a coastal town which boasts amazing surfing spots as well as the San Elijo Lagoon Ecological Reserve.

Would you rather head north? How about Carpinteria or Los Olivos? Home to spectacular beaches, this coastal town boasts the Carpinteria Bluffs Nature Reserve and the Carpinteria Natural Museum with Native American and Victorian artifacts. Nestled in the Santa Ynez Valley is Los Olivos. This town is full of art galleries, gourmet restaurants and wineries.

Looking for a cooler escape? Try Crestline in the San Bernardino mountains. Located on the banks of Lake Gregory, you can find fishing, swimming, boating, and waterslides. You can also go horseback riding along the scenic Mojave River Forks Regional Park. While not as well known as Big Bear and Lake Arrowhead, Crestline offers similar activities at a quieter pace.

Do you really want to get away from traffic? Grab a boat trip to Catalina Island. One of California's Channel Islands, Catalina is just far enough from Los Angeles that you truly leave all your troubles behind. You can take a hike, hang out at the beach, go snorkeling and boating. Are you an adventure seeker, try the Zip Line Eco Tour.

Now it's time to choose your So Cal adventure. Don't get caught up in the trappings of work. Take advantage of all that this beautiful state has to offer and get out and enjoy. Looking for something different? Just google Southern California day trips.

Kaiser Permanente Health News

Latest Information on COVID Booster Shots



The US Department of Health and Human Services has announced plans to offer a booster shot for fully vaccinated people starting September 20. Kaiser Permanente is awaiting formal guidance from Federal and state health agencies on the process for administering booster shots. Once they receive that guidance, they will share information about how to schedule booster shots. At this time, additional doses for fully vaccinated people are only available to those who are immunocompromised. For more information about who might be eligible for an additional dose, visit the [CDC website](#).

If you have Kaiser Permanente health insurance and want more information on the vaccine, visit kp.org/covidvaccine. You can also call our 24/7 KP COVID Vaccine InfoLine at 1-855-550-0951 (available in English and Spanish) for regular recorded updates.

Monthly Health Tips

Resilience Practices Mindfulness, Compassion, Gratitude, Meditation & More - a series of four one-hour webinars beginning September 2. [Click HERE](#) for flyer.

Live Mindfulness, a Spanish language four-part webinar beginning September 7. [Click HERE](#) for flyer.

Three Ways to Fight the Flu:

- Get a flu shot
- Boost immunity with healthy habits
- Keep your germs to yourself



Associated Administrators of Los Angeles

NOW ACCEPTING APPLICATIONS FOR THE LOS ANGELES ADMINISTRATIVE SERVICES CREDENTIAL (LAASC) PROGRAM

Human Resources is launching new cohorts of the Los Angeles Administrative Services Credential Program, a tuition-free CTC-approved clear administrative services credential program, which meets the two-year induction requirements. The next cohorts begin in October 2021 and July 2022. The application deadline is September 10, 2021. To learn more, click [here](#).

NOW ACCEPTING APPLICATIONS FOR THE ASPIRING ADMINISTRATOR PROGRAMS

The Aspiring Administrator Programs are the District's primary promotional pathway for educators to become principals and assistant principals. The application deadline is **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 Lower Lowe at hlowe@lausd.net.

REMINDER: COVID-19 VACCINATION REQUIREMENTS FOR ALL DISTRICT EMPLOYEES

All District employees will be required to be fully vaccinated against COVID-19 no later than **October 15, 2021**. This requirement also applies to District partners, contractors, co-located charter school employees, and other adults who provide services on District property. Employees must submit documentation of COVID-19 vaccination through the Daily Pass web portal at <http://DailyPass.lausd.net> by October 15, 2021.

Employees are allowed a window of up to three hours (per dose) for vaccination for themselves or their dependent(s) during their workday, including travel time to the vaccination location. The District continues to host school-based vaccination clinics on many of its school campuses. A list of vaccination sites can be found [here](#). Educational materials and resources about the



vaccine are available [here](#). Please email AskHR@lausd.net with additional questions.

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 enroll 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.

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.

AALA BENEFITS CORNER

Beat the Upcoming Rate Hike: For New and Existing AALA Members That Want to Enroll in the Group Long Term Care Insurance Plan

As of **February 1, 2022**, the rates for the Group Long Term Insurance Plan will increase considerably for anyone wishing to become a NEW enrollee.

NOTE: This announcement **DOES NOT** pertain to or affect individuals who are already enrolled in the Group Long Term Care Insurance Plan. Current AALA Members, Spouses, Family Members, and Retirees are also eligible to enroll at these group rates; however, they must complete a Health Application and are subject to Medical Underwriting. **ATTENTION: Newly Hired Employees have 30 days from their date of hire to return their application to our office in order to not go through Health Underwriting and qualify for the Guarantee Issue*.**

Unplanned long-term care costs can push you into serious financial distress. Get coverage **NOW** before a health crisis prevents you from qualifying.

Call **1-800-764-6585** or send an email to info@siltc.com and mention AALA with your name and home address in order to receive a no obligation kit.

****LIMITED TIME ONLY, PLEASE RESPOND**

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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 Friday Office Hours 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>



Calling All CalPERS Long-Term Care Insurance Policy Holders!

You should have received notification of a settlement in *Wedding v. CalPERS* with a Class Notice, Award Acknowledgement, and Election form sent mid August. Key deadlines are coming up! The documents explain your rights and options under the settlement. The Award Acknowledgement and Election form must be returned by **September 22, 2021** if you are interested in the Potential Replacement Long-Term Care Policy offered under the settlement. If you prefer the premium refund option offered under the Settlement or would like to opt out, you must act by **December 13, 2021**. Questions? Call toll-free 1-866-217-8056 or visit www.CalPERSLTCCClassAction.com.

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.



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

All registered voters should have received a ballot by mail. 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.

Looking for Health and Human Services materials for schools and families? Go to <http://shhs.lausd.net>

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.



Interest Groups - News You Can Use

CMAA Update

Are you a member of CMAA (the Council of Mexican American Administrators)? If not, the time to join is NOW! The Council of Mexican American Administrators welcomes anyone that is an aspiring or current administrator. CMAA promotes the educational growth of its members in order to ensure high quality teaching and learning for all students. The CMAA Board met this past weekend to develop a plan on how they will support you this school year- from getting the year started to preparing for promotional interviews. Below is a list of key events. We invite you to join us at these different events as we continue the growth of our members. If you have any questions about becoming a member or any of the events, please reach out to Adriana Cortez at axc7702@lausd.net or feel free to visit our website [here](#).

- **September 2, 2021** 6:00 p.m. New Administrators' Q&A Drop In via Zoom (Open to ALL New Administrators) "School Started Now What?"
- **September 23, 2021** 6:00-7:30 p.m. General Membership Zoom Meeting (Zoom details forthcoming)
- **October, 21, 2021** New Administrators' Q&A Drop In via Zoom (Open to ALL New Administrators)
- **December 10, 2021** 6:00 p.m. Winter Social Location TBA
- **March 5, 2022** Saturday 9:00 a.m. Building Champion Leaders In Basket Prep. at Roybal Learning Center
- **March 19, 2022** High School Scholarships Interviews 8:00 a.m.
- **April 23, 2022** Saturday 9:00 a.m. Mock Interviews Building Champion Leaders In Basket Prep. at Roybal Learning Center
- **May 12, 2022** CMAA Scholarship Dinner 6p.m. Location TBA

ACSA Region 16 Updates

Virtual Brown Bag Luncheon begins September 9 1:30-2:30

Anthony Aguilar
Chief of Special Education, Equity and Access



Covid Updates

Join Zoom Meeting:

<https://lausd.zoom.us/j/88274950498?pwd=TE0zTWFaN1daa3orV0IrRVhzRlpyUT09>

Meeting ID: 882 7495 0498

Passcode: ACSA

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

Fall Social at Whiskey Red's in Marina Del Rey October 6 at 5 p.m.

Capacity Limited
RSVP Mandatory

<https://forms.gle/y4cc5U8ys43unrU97>



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>.

Please check out our webpage at: <https://www.acsaregion16.com/>.

**Dr. Angel Barrett is retiring!
Party on October 10, 2021.**

Reservation deadline Sept. 25.

Click [HERE](#) for flyer with all of the details.

