

SEPTEMBER 13, 2021

UPDATE

AALA SUCCESSOR AGREEMENT

	Salary Increase
	Heroes' Pay
	Work Hours
	XXXXXXXXXX
	XXXXXXXXXX



In this issue:

- 1 AND THE SURVEY SAYS...**
AALA Successor Agreement member survey
- 3 HEALTHCARE FAQS**
Talking to Your Doctor- Making the Most of Your Appointment
- 4 "I COME TO WORK EXHAUSTED BY MONDAYS."**
Frontline Manager Burnout
- 5 SAVE PARADISE HILL PETITION**
Create Sal Castro Park
- 6 HUMAN RESOURCES UPDATES**
- 7 POSITIONS AVAILABLE (LINKS) ANNOUNCEMENTS BECOME AN AALA ANGEL**

And the Survey Says...

Thank you to the many of you who took the time before a holiday weekend to complete the survey to better inform our bargaining proposals. A special gratitude goes to our member in good standing that wrote: "Keep asking for our input. **I feel heard and valued.**" In this spirit, the survey continues open and your feedback is essential and valued. ([CLICK HERE](#) for survey)

As importantly, we are providing the survey results to date, and a quote that best summarizes what is on your minds. Here is what is on the minds of members related to a salary increase:

"Must be retroactive and be equal to or more than what other bargaining units receive."

"It has been 3 years since we had a pay raise. The cost of everything has increased and we deserve to be fully compensated for all the hours we work and the commitment we show to LA's children!"

"Each year our work load increases but pay does not. We have a TREMENDOUSLY impossible task and it is, sadly, the norm for us to work 10 - 12 hour days and one day each weekend. The district is not taking care of its administrators and we do the work anyway. It is taking a toll on our health."

"AALA members have been shouldering the brunt of the work at school sites. Some of us can't even get our extra duty pay approved without getting scrutinized by our COSA. We put in 8 hours on a Saturday to distribute devices, help parents, etc... our COSA only wants us to get paid for 4 because of the optics! How is that ok?"



MAIL IN your ballot or **VOTE IN PERSON** on **September 14!**

UPLOAD COVID VACCINATION RECORDS on dailypass.lausd.net if you received from external source.

Associated Administrators of Los Angeles

SURVEY FROM PAGE 2

Shall AALA members receive "heroes' pay"/"hazard pay" like other bargaining units despite being salaried employees?
108 responses

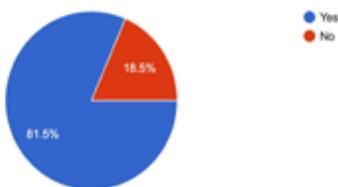


“WE DESERVE IT! This has been a monumental undertaking that has not lessened its weight in the slightest! As a matter of fact, it’s getting more and more complicated! Admin have always worn multiple hats, but this is completely out of left field and with very little support because all bodies are asked to do the impossible.”

“Administrators are always on the front line in every scenario: COVID fires, evacuation centers, bomb threats, etc. We always have to report and put ourselves in harms way more than the rest of the staff.”

“We are all heroes in this monumental effort. We risk our health and potentially our lives each day and as such should be compensated accordingly for assuming this higher level of risk.”

Shall AALA propose a defined work day and work week?
108 responses



“Very clear hours. No district contact after day or on weekends.”

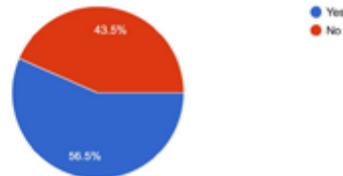
“The typical work day should be 8 hours and the typical work week should be 40 hours. Administrators (and all employees) should only be expected to work beyond those parameters in the case of special projects or emergencies or if they choose to work on their own tasks that they have not had a chance to attend to during the regular work week. There should not be an expectation that employees are “on call”, whenever anything comes up, especially in cases that should have been foreseen and could have been handled during the regular work

day.”

“Hours on campus should NOT reflect a 1 hour lunch, as that is a slap on the face when we are lucky if we get 10 minutes. No emails should be sent to us after noon on Fridays, unless they are real emergencies. Weekend work should be paid.”

“That we work until 5 and NOT be expected to know information that came to us in the evening or on the weekend, and expect to share immediately with staff. Turn around expectations are impossible creating more stress and time that is needed for mental health.”

Is the Community of Schools Model meeting and supporting your needs?
108 responses



“Support of person in schools, not paper mandates, such as data chats, when the only data that currently drives our lives are in the Daily Pass dashboard and attendance.”

“It serves no purpose, it’s just another layer of micro-management and bureaucratic bloat.”

“Schools are short staffed and district offices are over-staffed.”

“I don’t appreciate being micromanaged. I need my COSA to be a mentor. I don’t need a COSA to treat us like APs. We’re principals in charge of our schools with the responsibility to make decisions to best support our school communities, that is undermined by the micromanaging and wanting principals on the same page within a COS. This trend extends to the selection of curriculum and textbook adoptions. It shouldn’t be up to a COSA, but to the school vetting programs to make the best informed decision for the school. Also, the competition created within COS is ridiculous. We’re not in competition with other schools. Our COSA should be held accountable to being well versed in policy. They should be a source for clarification and not confusion.”

SURVEY >> PAGE 5

Healthcare FAQs - Talking With Your Doctor – Make The Most Of Your Appointment

Since many are back to in-person doctor's visits, here's a refresher on how to best prepare for those visits. This article is a reprint from NIH News in Health, originally published in 2015 and updated in 2017. AALA has added the questions for the FAQ format

Why is talking with your doctor important?

Patients and health care providers share a very personal relationship. Doctors need to know a lot about you, your family, and your lifestyle to give you the best medical care. And you need to speak up and share your concerns and questions. Clear and honest communication between you and your physician can help you both make smart choices about your health.

How do I prepare for the visit?

Before your health exam, make a list of any concerns and questions you have. Bring this list to your appointment, so you won't forget anything. Do you have a new symptom? Have you noticed side effects from your medicines? Do you want to know the meaning of a certain word? Don't wait for the doctor to bring up a certain topic, because he or she may not know what's important to you. Speak up with your concerns.



I feel uncomfortable discussing some topics with my doctor. How can I overcome this?

Even if the topic seems sensitive or embarrassing, it's best to be honest and upfront with your health care provider. You may feel uncomfortable talking about sexual problems, memory loss, or bowel issues, but these are all important to your health. It's better to be thorough and share a lot of information than to be quiet or shy about what you're thinking or feeling. Remember, your doctor is used to talking about all kinds of personal matters.

"There's no such thing as a dumb question in the doctor's office," says Dr. Matthew Memoli, an infectious disease doctor at NIH. "I try very hard to make my patients feel comfortable so that they feel comfortable asking

questions, no matter how dumb they think the question is."

I sometime forget what was discussed during a visit and forget to take notes. What can I do?

Consider taking along a family member or friend when you visit the doctor. Your companion can help if there are language or cultural differences between you and your doctor. If you feel unsure about a topic, the other person can help you describe your feelings or ask questions on your behalf. It also helps to have someone else's perspective. Your friend may think of questions or raise concerns that you hadn't considered.

Is looking up my symptoms on the internet a good idea?

Many people search online for health information. They use web-based tools to research symptoms and learn about different illnesses. But you can't diagnose your own condition or someone else's based on a web search.

"As a physician, I personally have no problem with people looking on the web for information, but they should use that information not as a way to self-diagnose or make decisions, but as a way to plan their visit with the doctor," says Memoli. Ask your doctor to recommend specific websites or resources, so you know you're getting your facts from a trusted source. Federal agencies are among the most reliable sources of online health information.

What if I have questions after my doctor's visit?

After your appointment, if you're uncertain about any instructions or have other questions, call or email your health care provider. Don't wait until your next visit to make sure you understand your diagnosis, treatment plan, or anything else that might affect your health. Your body is complicated and there's a lot to consider, so make sure you do everything you can to get the most out of your medical visits.



“I come to work exhausted by Mondays because I can’t get a day off.” AALA Member

Much is written about teacher burn-out and strategies to alleviate their stress. What about school leaders? Even pre-COVID, administrators reported mounting responsibilities, shorter timelines, feeling buried under never-ending e-mails, and a 24/7 work day. Last year Education Week featured an article on [school leader mental health](#). Leadership coach Peter DeWitt talked about the pressures on administrators’ shoulders and the growing number that choose to retire due to Sisyphean nature of the job and the added stressors COVID brought about.

“The work is untenable, unhealthy and unreasonable, especially for school principals. We’re working 7 days a week, sacrificing our personal lives, and it doesn’t seem to be enough.”

AALA member voices ring of tiredness, feeling disposable, even despair. These feelings are not new. However, in these most trying of times where lives are at stake frontline managers feel like they bear the weight of student and employee safety on their shoulders alone. These feelings did not spring overnight. As far back as 2006 NAEP identified stress as a major impediment to frontline managers with, “as many as 75 percent of principals experience stress-related symptoms that include fatigue, weakness, lack of energy, irritability, heartburn, headache, trouble sleeping, sexual dysfunction, and depression.” (Queen & Schumacher, [A Survival Guide for Frazzled Principals](#), NAEP. Principal Nov/Dec 2006.)

In the United States, 42 percent of principals indicated they were considering leaving their position (NASSP, EPI). According to the Learning Policy Institute, “Nationally, the average tenure of a principal is about four years, and nearly one in five principals, approximately 18 percent, turn over annually. Often the schools that need the most capable principals, those serving students from low-income families, have even greater principal turnover.” ([Understanding and Addressing Principal Turnover, Learning Policy Institute](#))

As many AALA frontline managers expressed in a recent AALA survey, current work loads make a healthy personal life untenable. Indeed, the Center for Creative Leadership found that, “Eighty-eight percent of leaders report that work is a primary source of stress in their lives and that having a leadership role increases the level of stress. More than 60 percent of surveyed leaders cite their organizations as failing to provide them with the tools they need to manage stress.” What to do? AALA survey results indicate that frontline managers are looking for a set work week, with a large number

identifying a 7:30 am to 4:30 pm workday as being optimal for their mental, physical and socio-emotional well-being. An overwhelming majority of the comments indicated NO to weekends and NO CONTACT (i.e. phone calls or emails on weekends or vacation). No one signed onto a 24/7 workday.

“Hours on campus should NOT reflect a 1 hour lunch, as that is a slap on the face when we are lucky if we get 10 minutes. No emails should be sent to us after noon on Fridays, unless they are real emergencies. Weekend work should be paid.”

Current work trends point to shorter work days and more vacation. Given the 180 instructional calendar and calls to extend the school year to address learning loss, strategies that work in the business world may not readily translate to an educational setting. However, districts can take positive steps to alleviate frontline manager burnout. According to DeWitt, work duties, decisionmaking power, and making mental health a priority are three areas that are within upper management’s sphere of control. Many survey respondents spoke about increased workload without increased assistance. DeWitt suggests putting non-critical tasks on the back burner and to stop piling additional tasks on frontline managers’ plates. Second, giving administrators more agency through increased decisionmaking. As professionals, frontline managers should be making decisions without waiting for a district stamp of approval. Third, attend to mental health needs by providing appropriate support and resources.

Given the brain drain and expertise that disappears when seasoned administrators leave the profession, addressing burnout is critical to the success of any school system.

Save Paradise Hill - Create Sal Castro Park

[NELA Save Our Undeveloped Lands](#) started a petition to City and County of Los Angeles. This petition is in support of the preservation of the 30-acre natural hillside and California Black Walnut groves behind Lincoln High School, known to the community as Paradise Hill, and to create a park in honor of the legendary Lincoln Heights educator and activist Sal Castro.

Supporters of this petition are asking that elected officials access publicly available funding, including Prop 68, Measure A, and other sources to acquire the 30-acre open hilltop on Paradise Hill, for the purposes of restoring it and establishing a public park. The land is currently zoned for light agriculture and should remain so for the benefit of the community.

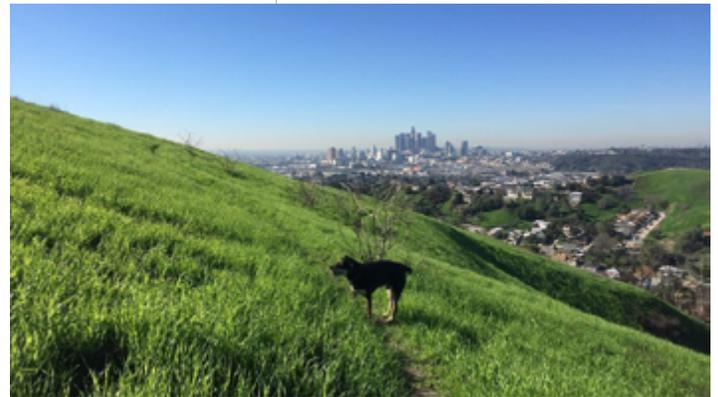
The community has surfaced the idea to dedicate this land as Sal Castro Park, in order to honor the legacy and education reform that this teacher, humanitarian and Chicano Rights Movement leader had when he led the historic Walkouts at Lincoln High School and in East Los Angeles in 1968. The vision is to preserve this natural space behind the high school as an enduring legacy of health, education, environmental justice, and pride of local heritage for this deserving community.

Paradise Hill is the last large open green space accessible to Lincoln Heights in CD1. The land straddles Rose Hills

in CD14 and is positioned between two historically park poor communities. State and county public park funding has not been spent in North East LA, despite the overwhelming need and equal rights of the community to open space and parkland compared to the privileged West Side. We have the highest air pollution, the highest rates of asthma, and the highest rate of COVID-19. We know that communities of color such as ours are more affected by COVID because of lack of resources and access to public space for recreation and health.

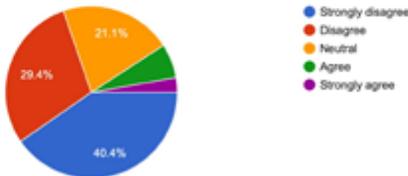
NELA is committed to oppose any development plan on Paradise Hill that does not integrate environmental conservation, public health and indigenous sovereignty community.

Please support the community by signing the [petition](#).



SURVEY FROM PAGE 2

Is the District's Extra-Duty Pay policy realistic, reasonable, and fair?
109 responses



“It needs to be offered more broadly and often and its use seems to be frowned upon.”

“Extra Duty Pay should be allowed for work beyond your work day always and approval should be faster and after the hours have been worked, since there are times when you can foresee when you will work overtime.”

“The rules for Extra Duty Pay and Flextime should be more liberal. Site administrators are working incredibly long hours beyond an 8 hour day. It’s insulting when District policy tell principals they are not eligible for flextime or EDP because the duties they were performing are part of their regularly expected work. Schools are understaffed so it is often not possible for a school site admin to complete all of their assigned tasks in 8 hours.”

HUMAN RESOURCES UPDATES

APPLICATIONS FOR THE LOS ANGELES ADMINISTRATIVE SERVICES CREDENTIAL (LAASC) PROGRAM DUE 9/10/2021

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](#).

APPLICATIONS FOR THE ASPIRING ADMINISTRATOR PROGRAMS - DUE 9/10/2021

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.

The District held a virtual town hall webinar for employees that can be viewed in MyPLN, search Keywords: "Vaccinate" and "Vaccination". Educational materials and resources about the vaccine are available [here](#). Please email AskHR@lausd.net with additional questions.

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 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>

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.

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.

Help Northeast Valley Seniors While Enjoying a Day in the Sun! The Andrés y María Cardenas Foundation is looking for volunteers to help at LA TequilaFest 2021 on Saturday, September 25, 2021. The [Cardenas Foundation](#) awards scholarships to underserved youth in the northeast valley. To volunteer [CLICK HERE](#).



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.

