

# UPDATE

## Hats Off!



AAALA President Nery X. Paiz' heartfelt message to principals: *"For National Principals Month, I wholeheartedly salute, admire, and thank Principals, Assistant Principals who have courageously, caringly, professionally served their communities during extremely challenging times for the schools and for themselves yet they continue to selflessly support students, staff, and communities because they want to do what is right. Benevolence and professionalism is exemplified by their commitment."*

The Board of Education proclaimed October as National Principals Month commending the work of principals. *"Our principals are exceptional frontline leaders, the heart and soul of our Los Angeles Unified family,"* **Board Member Scott M. Schmerelson**, a former principal who sponsored the resolution, said. *"Their leadership skills are essential towards the success of our schools and, more importantly, the success of our students. I want to thank and recognize the Associated Administrators of Los Angeles (AAALA) and the Association of California School Administrators (ACSA) Region 16 for their continuous support and partnership and for encouraging and uplifting our administrators."*

*"I want to express my gratitude for the tremendous work our principals have done to provide a safe place for teaching and learning,"* **Interim Superintendent Megan K. Reilly** said. *"Words cannot describe the respect and appreciation I have for principals and their school staff. During the past 18 months, principals have been the glue holding our system together. We salute you during National Principals Month and we thank you for your leadership each and every day."* Read the proclamation in its entirety [HERE](#).

AAALA is proud to highlight the work of two of your very own who work tirelessly to create the conditions for students to thrive socially, emotionally, and academically.

October 4, 2021



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**Reminder - School Safety Plans due October 1st need a School Police Officer's sign-off and for officer to know what is in your plan.**

Do you know what to do when you have a safety incident- fight, trespassing, theft, vandalism?

1. Be sure to call at LASPD at 213-625-6631
2. Submit an iSTAR and document as much information as you have.

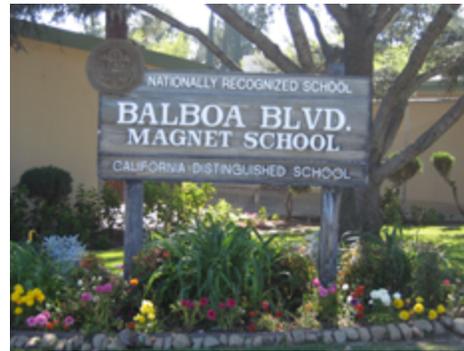
### Balboa Gifted/High Ability Magnet Receives Top Honors

Balboa Gifted/High Ability Magnet Elementary School was named a 2021 National Blue Ribbon School for outstanding overall academic performance. Balboa Magnet is one of the state's highest-performing schools. Originally recognized as a National Blue Ribbon school in 1988, this is the second time Balboa Magnet receives top national accolades.

Balboa Magnet received top marks for outstanding distance learning practices during the COVID school closures. **Principal Christine Chun** is a Los Angeles Unified magnet alum who began her career at Balboa Magnet as a teacher's aide then teacher and eventually returning as principal in 2019. "I've come full circle," she continued. "The magnet system really offers those students who have a specialized interest, an opportunity to expand their learning. At our school, the emphasis is on academics." Principal Chun emphasized the hard work of all the school community. "Our teachers saw this as an opportunity to learn, and from wherever they started, we collaborated. Teaching in person is our craft, which we do so well. We refine practices to meet students' needs. But trying to deliver instruction over Zoom called for a whole different set of skills. We taught our students to work on having a growth mindset and we as educators had to practice it daily during distance learning."

"Congratulations to the students, teachers, staff, principal and families for your well-deserved national recognition," **Interim Superintendent Megan K. Reilly** said. "Even in the most challenging of times, the school community at Balboa Gifted/High Ability Magnet has worked together to create an excellent learning environment, using technology and innovative ways, for our students."

"I am so proud of Balboa Gifted/High Ability Magnet Elementary School for being distinguished as a National Blue Ribbon School," **Board Member Scott M. Schmerelson** said. "It is through the efforts and



commitment of the principal, teachers, staff and students that have made this a model school. Our students, family and school leaders should beam

with pride over this achievement. Congratulations!"

"Congratulations to the Balboa Gifted/High Ability Magnet's staff, students and families recognized as a National Blue Ribbon School," Local District **Northwest Superintendent Joseph Nacorda** said. "The exemplary teaching and learning happening at Balboa demonstrates the commitment and collaboration of the Balboa community to provide a safe, welcoming and engaging learning experience despite the circumstances to ensure that students are learning and excelling to their fullest potential."

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### Ranchito Ave. Celebrates Hispanic Heritage Month

Kudos to Panorama City's own Ranchito Avenue Dual Language Elementary School led by **Principal Edwin Molina** for an amazing display of fancy footwork!

Even with COVID restrictions Ranchito teachers Ms. Acevedo, Ms. Borrego and Ms. Alvarenga led their students in a traditional Mexican dance. El Ranchito students were highlighted at the Panorama Community of Schools Town Hall meeting, as were Valerio and Burton ES students as Ranchito kindergartener well as Vista Middle School and Fulton College Prep students. Want to see the students perform? Click [HERE](#) for the presentation.





enrollment, contact Benefits Administration at 213.241.4262.

- Remove dependents who are no longer eligible for District-paid coverage.
- Enroll or re-enroll in an FSA (flexible spending account/s) if you are an active employee. FSA accounts do not renew automatically—you must make an election every year. Remember that the maximum amount allowable for the 2021 calendar year will be \$2,700.
- Elect Medical Opt-Out/Cash-Back if you are in a dual coverage-eligible household. To access this benefit, one member of the household must be an

active employee. Because the cash-back funds are deposited in an employee's salary warrant, the employed spouse must be the opt-out spouse.

## Healthcare FAQs - Open Enrollment Coming Soon - October 25 Through November 21, 2021

### What's new in the 2022 Open Enrollment packet?

Remember that Open Enrollment is the official period each year when you are able to make changes to your health care plans for the coming year. While medical plans remain the same for 2022, Aetna Dental PPO with a \$3,000 annual benefit will replace United Concordia. In addition, EyeMed, one of our two vision plans, has dropped its co-pay for standard progressive lens, and Health Net's Seniority Plus for Medicare retirees will offer an enhanced formulary with \$0 copay for certain medications.

### What should I do during Open Enrollment?

Here is a summary of what actions you can take during Open Enrollment:

- Verify the plans in which you are enrolled and any dependents under your plans.
- Do nothing to stay enrolled in your current medical, dental, and vision plans. If you are currently enrolled in United Concordia and make no changes, you will automatically be enrolled in the new Aetna Dental PPO.
- Make a change in your medical, dental or vision plans online at <https://achieve.lausd.net/benefits>. Active employees log in using their LAUSD single sign-on. You can make changes as often as you like, however, final changes must be made by Sunday, November 21, 2021. If you need assistance with

### What's different about the new Dental PPO plan?

The annual benefit has been increased from \$2,000 to \$3,000, with preventive care not counted toward the annual benefit. Like our previous dental PPO plan, members can use in-network and out-of-network providers. Members accrue greater savings by using in-network providers.

### When will I receive my Open Enrollment packet?

The District will mail your Open Enrollment packet to you near the beginning of Open Enrollment.

### Changes made during Open Enrollment take effect

**January 1, 2022.** Once Open Enrollment ends on November 21, 2021, you cannot make changes for an entire year, unless you have a qualifying life event, such as getting married or divorced, having a baby or adopting a child, retiring, losing your existing health benefits, becoming Medicare eligible, and/or moving out of your plan's service area. For the complete list of events, click [HERE](#).

For additional information, visit the Benefits Administration website at <https://achieve.lausd.net/benefits>, or call 213.241.4262.



In a local community's eyes, the principal is the face of the district. Current frustrations by parents wanting schools open with minimal restrictions, vaccine mandates, and teacher fatigue early in the school year make a principal's job that much harder.

Board voting (again) denying principals' flexibility in funding school police, it is imperative that the District have plans in place to ensure campus safety. School Safety Plans are of little use if the infrastructure needed is not in place, i.e. school police to assist in campus emergencies from school shootings to unruly parents.

- Assure principals have support. Concerns need to be addressed by district personnel and not reverted back to the school site.

On top of this, schools are reeling from unfilled positions. This perfect storm emerged from the district

## Parental Anger and Staff Fatigue Place a Target on Principals' Backs Across the Nation

Across the nation, mask mandates (or lack thereof) fall right on a principal's lap. In Arizona parents want to arrest a principal using zip ties. In Michigan parents encourage high schoolers to push through school employees onto campus unmasked. A judge issues an injunction preventing protests and rallies in Washington state to ensure continuity of instruction. According to [Education Week](#), "principals are often bearing the brunt of conflicts over evolving and controversial decisions dealing with masks, quarantines, vaccines, and other highly charged issues."

As shared in previous Updates, principals feel the brunt of the anger and angst from all angles. The primary directive of principals is student achievement, wait... student safety, wait... COVID response. Learning loss is at the forefront of every principal's plate, as is staff shortages. Where can you turn to for relief? Education Week identifies four key takeaways that can lessen the principal's burden:

- Communicate clearly. District leaders need to step up and clearly communicate that the principal is the messenger. Mask and vaccine mandates are district and not school mandates.
- Create a venue for parents to be heard. While principals have a personal connection with their community, it is important that the general and local district Superintendents have open venues for parents to be heard beyond the Zoom question box.
- Ensure physical security. Given the reality of the

using COVID mitigation funds to create student support positions that pulled from teaching ranks, as well as unfilled City of Angels teaching positions pulling from both substitute and teacher ranks. Teachers look to their principal for relief as they are called on daily to "cover" unfilled positions or "fill in" for absent teachers. Notwithstanding, employees being quarantined after students testing positive for COVID. The pressure is real, although many principals prefer anger is pointed to them rather than teachers or staff members.

According to Education Week, federal statistics point to principal turnover at about 18 percent. "A National Association of Secondary School Principals survey last year found 45 percent of principals said COVID-19 spurred them to consider leaving their jobs earlier than they had planned. With every principal that leaves, there is a brain drain both on their school campus and district wide.

Community anger also spills over to school board meetings. Indeed, the California School Boards Association (CSBO) recently asked Governor Newsom to order local law enforcement to protect local education officials from unruly parents. CSBO stated, "harassment and threats of violence against elected officials and educational leaders is unacceptable." According to the San Francisco Chronicle a spokesperson for the governor's office said Newsom will work with the California School Boards Association to identify measures to protect school leaders and public servants.

# Associated Administrators of Los Angeles

The Office of Emergency Services prepared a COVID-19 Emergency Preparedness and Response guide to assist frontline managers. Key highlights are presented below. Click [HERE](#) to access the guide and enhance school emergency management during the pandemic.

## PLAN

- Conduct emergency drills as usual
- Revise your Safe School Plan **\*\*remember it is due October 1st\*\***
- Develop a contingency plan for handwashing
- Identify alternate indoor spaces to use as isolation and quarantine spaces during lockdowns and shelter-in-place incidents/drills
- Evaluate current assembly area and consider expanding it to maximize physical distancing
- Evaluate the designated outdoor isolation and quarantine areas for potential use for the same purpose during emergencies requiring evacuation

## PREPARE

- Reduce or eliminate the need to share disaster equipment and other items, if possible
- Use paperless processes as much as possible during emergencies (e.g., Google forms)
- Keep in mind that technology may not operate properly during an emergency due to power and internet outages
- Ensure teacher emergency kits include classroom hand sanitizer when evacuating
- Print classroom rosters from MiSiS to account for students in an emergency (back-up)
- Inventory current emergency supplies and evaluate supply needs in classrooms and offices
- Evaluate emergency supply bin needs, contact [emergencyservices@lausd.net](mailto:emergencyservices@lausd.net) for support
- Consider that emergency team members should not share items if possible and plan accordingly
- Encourage employees to expand personal emergency supply kits, including sanitizing items, extra face masks, and other personal PPE in their individual kit
- Ensure emergency water is current and arrange to replace expired emergency water



## INFORM

- Ensure that all staff are aware of and practice revised emergency procedures
- Outreach is crucial; discuss any changes or expanded emergency actions/stations with staff and parents
- Review with students any additional emergency actions they will need to take to mitigate the spread of COVID-19

Click on the links below for COVID-19-specific sources:

- <https://achieve.lausd.net/covid19>
- <https://achieve.lausd.net/resources>
- LAUSD Office of COVID Response [Homepage](#)

International ShakeOut day is October 21, 2021. Southern California is entering Santa Ana wind season and with it comes the ever looming threat of wildfires, and as we learned over the last 18 months, earthquakes are not the only emergency we should prepare for.

Take this time to review your family emergency plans. A good place to begin is reviewing the LA County Emergency Survival Guide. (click [HERE](#) to download) It emphasizes four steps to preparedness: have a plan; keep supplies; stay informed; get involved. Your family emergency plan should have 10 essential actions: learn the threats in your area; identify meeting places; select your out of state contact; know your evacuation routes; know the location of utility shut-offs; know the emergency policies of schools and adult-care centers; identify safe spots in each room to take cover, if needed; extra medications; make special provisions for children, seniors, pets, etc.; schedule annual disaster drills. Finally, download the LA County alerts brochure [HERE](#) and register for LA County Alerts [HERE](#).

# Associated Administrators of Los Angeles

## EXTENDED SUBSTITUTE PERMITS

Governor Newsom recently signed Assembly Bill 167, which extends the number of days a substitute teacher can remain in the same assignment (General Education or Special Education) from 30 days up to 60 cumulative days. The bill is effective immediately until July 1, 2022.

While this new flexibility will enable schools to provide students with stability as vacancies are continued to be filled, substitute teachers in vacant assignments are still considered to be misassigned, and should be avoided if possible. For the purposes of the Federal Every Student Succeeds Act (ESSA) mandate, letters for substitute teachers and contracted teachers who are misassigned must still be sent to the parents of impacted students after the 20th day of instruction.

Human Resources has created a substitute unit support team whose members will serve as points of contact to support schools with substitute needs. The table below designates the contact member by Local District:

| Local Districts       | Team Member         | Email  |
|-----------------------|---------------------|--|
| Central & East        | Pat Castro          | <a href="mailto:plc0188@lausd.net">plc0188@lausd.net</a>           |
| Northeast & Northwest | Jorge Amador        | <a href="mailto:jorge.amador@lausd.net">jorge.amador@lausd.net</a> |
| South and West        | Renee Fuentes Campa | <a href="mailto:rcampa@lausd.net">rcampa@lausd.net</a>             |

## ASSIGNMENT MONITORING SUPPORT

A new assignment monitoring presentation is now available in MyPLN. The purpose of the presentation is to serve as a guide for administrators who play a role in the development of the master schedule and/or who work on providing resolutions to misassignments. The presentation is available [here](#). Single Sign-On login is required.

## 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. If both vaccine doses are obtained at a District site, no other action is required. If one or both doses are obtained at a non-District site, proof of vaccination



must be uploaded through the Daily Pass web portal at <http://DailyPass.lausd.net> by **October 15, 2021**.

To access your list of employees who have not uploaded proof of vaccination:

- **PRINCIPALS** – Go to the Principal Portal, Safe Steps to Safe Schools Module, Daily Pass Dashboard – <https://principalportal.lausd.net>.
- **NON-SCHOOL SITE** – Go to <https://aka.ms/lausdworksitaccess>; Job aid – <https://bit.ly/WorksiteAccessDashboard>; Access request – <https://oneaccess.lausd.net>.

For additional information about COVID-19 vaccinations go to MyPLN and search keywords: “Vaccinate” and “Vaccination”. Educational materials and resources about the vaccine are available [here](#). Please email [AskHR@lausd.net](mailto:AskHR@lausd.net) with additional questions.

## EDS OFFICE HOURS

If you need assistance with certificated evaluations or need support navigating the MyPGS platform, please visit the EDS Friday Office Hours from 2:00 – 4:00 pm or contact Cecilia Duenas [cecilia.duenas@lausd.net](mailto:cecilia.duenas@lausd.net) or Silvia Rubalcava at [sxr8628@lausd.net](mailto:sxr8628@lausd.net). Office Hours Zoom link: <https://lausd.zoom.us/j/86023099747>



## Time to Help One of Our Own!

Fernangeles ES Principal **Anna Martinez** is on extended illness leave and in need of your support. If you are interested in donating sick days to Ms. Martinez, please download the form [HERE](#). You can email the form to Claudia Paredes-Sanchez at [cgp8680@lausd.net](mailto:cgp8680@lausd.net).

## In Memoriam

**BRENT SEAGOE** - Celebration of Life on Saturday October 16, 2021 11:00 am at St. Michael's and All Angel's Episcopal Church, 3646 Coldwater Canyon Ave Studio City, CA 91604. Per restrictions face masks must be worn. The adjacent meditation garden has seating with speakers. Please respect Brent's wishes: attendee's must be vaccinated or have a very recent negative COVID test. Light reception in quad area of church grounds. No Zoom capability at the church however, there will be a link to the service online a day or two later. Interment will be in Cedar Hills Cemetery, Ouray Colorado



**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.



**Redistricting Maps Available** - There are serious implications for schools in Board Districts 2 and 5. Click [HERE](#) for current map proposals. Public Hearing Schedule: Monday, October 4th, 6:30 p.m., Wednesday, October 6th, 6:30 p.m., Saturday, October 9th, 11 a.m. Zoom link [HERE](#)

**“GIRLS WITH DREAMS BECOME WOMEN WITH VISION”** - the 7th Annual I Matter-Girls Empowerment Conference is Back in Person on October 9, 2021. For more information or to sign up click [HERE](#).

Have Good News to share? Email us at [AALAOoffice@aala.us](mailto:AALAOoffice@aala.us) and we will include it in the next Update. Photos optional but encouraged!

## Interest Groups - News You Can Use

### Alliance of Asian Pacific Administrators (AAPA) Updates

AAPA Fall Social - Friday, October 08, 2021, from 5:30 to 6:30 p.m. (Virtual Trivia Night)

### Council of Mexican American Administrators (CMAA) Updates

Are you a member of CMAA? 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](mailto:axc7702@lausd.net) or feel free to visit our website [here](#).

### Upcoming Events:

**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 Update

ACSA Region 16 Executive Board Members at the September 23, 2021 Board Meeting. Board members also approved additional funding for upcoming professional development for Region 16 members.



Fall Social at Whiskey Red's in Marina Del Rey **Wednesday, October 6 at 5 p.m.** Register [HERE](#).

### Save the Dates

Aspiring Administrators - our next meeting is **Tuesday, October 12 at 7 p.m.** Join Zoom Meeting <https://us02web.zoom.us/j/83006706608?pwd=enZzdi9hVGhKdmtJb2p0NVZhMDJjZz09>

Meeting ID: 830 0670 6608 Passcode: ACSA



**For our Future...AALA, ACSA Region 16 and HR are sponsoring a special presentation on STRS retirement. Monday, October 25, 2021 3:00 p.m.** Jeremy Leibowitz, CFP®, RICP® NEA Retirement Specialist Phone- (818) 274-2460 <https://lawwealthmanagement.com/>

**October 28** Cultural Proficiency series is proud to welcome Randal and Delores Lindsey (Cultural Proficiency Manual, Leading While Female).

ACSA [Leadership Summit](#) November 4-6 in San Francisco. ACSA Region 16 will provide up to a \$500 scholarship for ACSA members to attend. Apply here: <https://4.files.edl.io/6c5f/07/13/21/173941-216e3c0e-f4e4-468a-a761-481345cfe256.pdf>