

UPDATE



AALA REPRESENTATIVE ASSEMBLY MEETING TODAY – VIA ZOOM

You are cordially invited to join your departmental caucus at **4:30 p.m., today, Thursday, October 7, 2021.** The caucus gives level-alike members the opportunity to share and discuss issues and areas of concern for the association to pursue with the District’s senior management. It is also a time to address important business matters relevant to each department.

For example, the Secondary, Elementary, and Unit J Departments have vacancies to fill to complete the AALA Executive Board. The positions need to be filled by the respective departmental caucuses per the association’s bylaws. Please note the caucuses begin promptly at 4:30 p.m. today and will end by 5:00 p.m. The links for the departmental caucuses are below.

The department caucuses are followed by the Representative Assembly meeting at 5:00 p.m., where important updates will be shared. Highlights for the general assembly include:

- Welcome from **Nery X. Paiz, AALA President**
- AALA Political Action Committee: Tony Thurmond, CA State Superintendent of Public Instruction
- Senior leaders addressing your voices from the field
- Reporting of department concerns by the vice presidents of the AALA Executive Board

October 11, 2021



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Remember to update your personal information including your cell phone and address on ess.lausd.net for emergency contact from the district or AALA.

Associated Administrators of Los Angeles

ASSEMBLY FROM PAGE 2

Every member in good standing is welcome and encouraged to join one of the departmental caucuses at 4:30 p.m. TODAY and the general meeting at 5:00 p.m. Note the Representative Assembly is a separate link from the caucuses.

You may wish to take a moment to peruse the packet from the September 2021 Executive Board meeting (click [HERE](#)). Typically, in the brick-and-mortar world, the documents are reviewed at the Representative Assembly meetings. In the interest of time, the reports will not be reviewed today. Instead, the focus of the meeting will be on important association business.



Links for the departmental caucuses from 4:30 p.m. to 5:00 p.m.:

ADULT DEPARTMENT ZOOM CAUCUS - 4:30 p.m. to 5:00 p.m.

<https://lausd.zoom.us/j/83071761756?pwd=Y2sxUmlFWVMrM3gwb1h0VElzMGhGUT09>

Meeting ID: 830 7176 1756
Passcode: 096194

EARLY EDUCATION DEPARTMENT ZOOM CAUCUS - 4:30 p.m. to 5:00 p.m. - EARLY EDUCATION PRINCIPALS

<https://lausd.zoom.us/j/82821806761?pwd=RHV4bmU5NitIWWRNdnFaSnJLbHhMZz09>

Meeting ID: 828 2180 6761
Passcode: 429699

ELEMENTARY DEPARTMENT CAUCUS - 4:30 p.m. to 5:00 p.m. - ELEMENTARY PRINCIPALS AND ASSISTANT PRINCIPALS

<https://lausd.zoom.us/j/81706660013?pwd=aW54M01MNzNDRWxXd1Ftc1RsWXJNdz09>

Meeting ID: 817 0666 0013
Passcode: AALA

SCHOOL SUPPORT ADMINISTRATORS CAUCUS - 4:30 p.m. to 5:00 p.m. - SCHOOL AND OFFICE BASED ADMINISTRATORS

<https://lausd.zoom.us/j/86457651776>

Meeting ID: 864 5765 1776

SECONDARY DEPARTMENT CAUCUS - 4:30 p.m. to 5:00 p.m. - SECONDARY ASSISTANT PRINCIPALS AND PRINCIPALS

<https://lausd.zoom.us/j/84097569896?pwd=aDdFZEpQV3FmeXpuM29BYis3ZmVMQT09>

Meeting ID: 840 9756 9896
Passcode: 331141

UNIT J DEPARTMENT CAUCUS - 4:30 p.m. to 5:00 p.m. - CLASSIFIED

<https://us02web.zoom.us/j/83343693842?pwd=ajRjSElFYngxTTU1d1FRU0NsYjJhZz09>

Meeting ID: 833 4369 3842
Passcode: UnitJ

GENERAL REPRESENTATIVE ASSEMBLY MEETING - 5:00 p.m. to 7:00 p.m. - ALL

<https://us06web.zoom.us/j/84585089451?pwd=aVY2aFowWWZiREZlZW53dmlHL2Uvdz09>

Meeting ID: 845 8508 9451
Passcode: tp67NB

Healthcare FAQs - October Health Events



National Breast Cancer Awareness Month

People are encouraged to get tested for breast cancer and talk to their doctor about mammograms.

National Prescription Drug Takeback Day

- Saturday, October 23, 2021, 10:00 am - 2:00 pm
Safely discard unused and/or outdated prescription and over-the-counter drugs you no longer use.
Prevent the potential abuse of medication.

Locate a collection site near you: [Drop off Locations](#)

- DEA Authorized Collectors also provide year-round drop off locations to the public to dispose of unwanted pharmaceuticals. [Search for Year-Round Pharmaceutical Disposal Locations](#)
- For a video on how to dispose of unused medicines safely at home: Click [HERE](#).

LAUSD Open Enrollment

Saturday, October 23, 2021, through November 21, 2021.

See Open Enrollment Resources: [Employee Benefits Information](#), [Retiree Benefits Guide](#), [Flexible Spending Account Newsletter](#), [Summary of Benefits and Coverage](#)

Medicare Open Enrollment – FYI for District retirees to discard advertising mailed to you. October 15 – December 7, 2021

COVID-19 Vaccine and Pfizer Covid-19 Booster Information, Appointments, and Locations

- To schedule a COVID-19 vaccine, the Pfizer booster, or a flu shot anywhere in California, go to the California Department of Public Health's [MyTurn](#) website.
- To locate Los Angeles County Department of Public Health sites for the COVID-19 vaccines and the Pfizer vaccine booster for residents meeting eligibility guidelines, click [HERE](#).
- To locate San Bernardino County COVID-19 booster sites, click [HERE](#).
- To locate Riverside County vaccine sites, click [HERE](#). Scroll down web page for sites.
- To locate Orange County sites, click [HERE](#).



CalPERS is the largest public employee retirement system in the United States providing services to public employees including classified, non-certificated school employees. AALA's Unit J members pay into and will receive benefits from CalPERS upon retirement (certificated members that accept a classified management position have the option of staying with CalSTRS). This is a defined benefit plan that determines your final retirement compensation based on years of service (x) benefit factor (x) highest compensation. The benefit factor is 2% at either [age 55](#) or [age 60](#). Employees hired prior to January 2013 fall under 2% at 55, while employees hired January 2013 or after fall under 2% at 62.

Where do you begin? Start by reading the [New Member School Guide](#) which explains your benefits. If you have not created an account online, you should consider doing so [HERE](#). Does all of your time worked count as creditable service? Not necessarily. Read more about [pensionable compensation](#) to gain a better understanding. Did you know you may be able to purchase service credit under specific circumstances like a leave? You can visit the Service Credit [page](#) or read the Service Credit Purchase Options [brochure](#) to better understand when and how you may purchase service credit. CalPERS has a series of virtual workshops to help you better understand your benefits. Click [HERE](#) to see topics and dates, as well as useful videos. You can also visit the CalPERS YouTube [page](#) for additional pre-recorded information.

Do you want a good estimate of what your monthly benefit might be? Use the CalPERS the Retirement Estimate [Calculator](#) and be sure to include your unused sick time. Did you know that unused sick time is converted to service time? It pays to make your appointments after work! Are you thinking about retirement? Be sure to read the Planning Your Service Retirement [publication](#).

Voices From the Field...

Below are excerpts from an email AALA President **Nery X. Paiz** received from a member, along with excerpts from the email that prompted it.

*I hope this email finds you well. Being that October is Principal's Month, I just wanted to share this with you highlighting the support that our LD Superintendent **Andres Chait** gives our Principals in Local District Northeast. I want to add that Mr. Chait has also been very supportive and understanding regarding our workload issues and offers continued support from personnel in our COSA offices to make calls for contract tracing to assist Principals during off hours and weekends. I think his actions are to be commended as it is not typical amongst the Local Districts or Local District Superintendents... I am extremely grateful and fortunate to work under Mr. Chait as our supportive leader, especially under the circumstances we currently face. Also worth noting, this is typical behavior for Mr. Chait, as he is extremely approachable to our members and is always willing to answer questions and provide guidance at any given moment.*

Good Morning Principals,

As October begins, we mark of course that this is Principals' Appreciation Month! On behalf of the Local District, please know how much we truly appreciate everything you do on a daily basis on behalf of the communities we all serve! As I've shared before, I honestly do not think we would have been able to get our students back on campus last April and continuing into this year without your steady, thoughtful leadership throughout the pandemic.

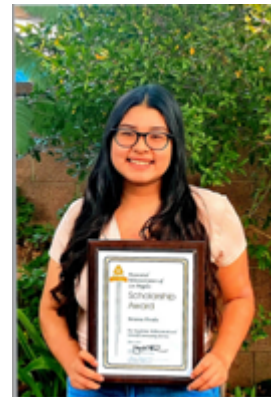
We have a few different surprises coming up this month to recognize you, but I wanted to kick things off with possibly the greatest gift, the gift of time:

This month, our LD team (CoSAs, Directors, LD Leadership) will be reaching out to you to make arrangements to provide coverage so that you may go and enjoy a truly duty-free lunch! I suspect that many of you have not left your campuses for lunch in a very, very long time, and while I know this is a small gesture, we would like to provide you an opportunity to enjoy this extremely well-deserved break from all of your daily duties! ...

As mentioned, we do have other plans in the works for

recognizing your amazing leadership, but allow me close this message by again saying THANK YOU. Your students, families, and communities are so fortunate to have you, and I am humbled to be able to support you.

*Best,
Andres*



Dear Associated Administrators of Los Angeles,

I am writing to express my heartfelt appreciation to you all for making the Associated Administrators of Los Angeles Scholarship possible. I was amazed, honored, and grateful to have been selected to receive this incredible scholarship. I am eternally grateful for your support.

I am a freshman attending California State University Dominguez Hills majoring in Child Development: Early Development and Learning. I aspire to become a Pediatrician upon graduating from CSUDH as well as Medical School. I am forevermore grateful for your financial support in helping me pay my educational expenses. This will definitely help take the pressure off me and my family. Truly, thank you! So far, college is going great but also a huge tremendous learning environment. I am truly thankful and honored for your support!

Thank you again for your generosity and support, it truly means a lot to me. I definitely in the future would love to be in position to help others pay their educational expenses, thank you! I hope to make you all proud! :)

*Sincerely,
Arianna Peredia*

Education Week's Fifteen Must Reads in Honor of National Principals Month

This week, national newspaper Education Week honors principals nationwide with a motivational and informational articles published in their weekly newspaper.

In 2018 the article, "[6 Tips for Principals to Survive—and Thrive](#)" was published as part of the "Principals Under Pressure" [special report](#). Key takeaways include:

- Keeping a healthy work-life balance
- Addressing student mental health
- Implementing strategies to "banish toxic behavior and clean up the culture in school"
- Becoming effective at managing special education
- Being creative in retaining the best teachers on campus
- Ensuring every person knows all of the safety protocols in place, parents included.

Key themes across all six tips are delegating, listening, and building relationships.

The next recommended read is, "[Administrators Can Make or Break School Culture. Here's How to Spot the Best Ones](#)" focuses on the qualities of positive and dynamic leaders. The author identified qualities of high impact administrators, including:

1. Considering teachers' opinions
2. Planning ahead
3. Being empathetic
4. Developing talent

To a great extent, districts bear the responsibility of developing administrator talent.

Moving on to "[Is Your Head Spinning? 7 Decisionmaking Tips for Principals](#)" - this article was featured in the August 23, 2021 Update. You can check it out in the [AALA Update archives](#). "[Principals Bear the Brunt of Parental Anger, Staff Fatigue as COVID Drags On](#)" was featured in the October 4, 2021 Update, also in the AALA Update archives.

["6 Districts Invested in Principals and Saw Dramatic](#)

[Gains. Dozens More Will Try to Do the Same](#)" highlights a Wallace Foundation-funded pipeline program with six districts. Much like the district's aspiring administrator programs, the pipeline program focuses on leadership standards and how they are trained based on those standards.

"[I Want a Job and a Life: How Principals Find Balance in All-Consuming Work](#)" highlights the enormity of responsibilities and offers suggestions to establish a healthier work-life balance, including:

- Empowering administrative assistants to manage daily schedule, meetings, and flow of paperwork
- Committing to spending at least two days a week out of your office and in classrooms
- Delegating authority to the experts in your buildings

Another highlighted article, "[What It Takes to Be a Human First and a Principal Second](#)", former NASSP Principal of the Year finalist addresses the challenges of being a principal. He addresses self care with the following quote, "As a principal, you have to remember your own fallibility. If you don't care for yourself, you will not be able to care for your school community."

Two pieces published last fall, "[What an Anti-Racist Principal Must Do](#)" and "[To Root Out Racism in Schools, Start With Who You Hire](#)," bring equity and anti-bias to the forefront. Much like the work Dr. Tyrone Howard is doing with the district, these two articles challenge school leaders to create opportunities and access for students of color, to go beyond being good (I am good because I do not make bigoted comments) and focusing on "do good" for these historically underserved students. And this means establishing equitable practices. Listen to Dr. Howard in this YouTube piece titled, "[Equitable Practices for All Students](#)".

Want to read the rest of the fifteen articles Education Week highlighted? Click [HERE](#).

Associated Administrators of Los Angeles

INITIAL PLANNING CONFERENCES

Initial Planning Conferences for UTLA represented employees must be held by **Friday, October 8, 2021**. 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 or Silvia Rubalcava at sxr8628@lausd.net. Office Hours Zoom link: <https://lausd.zoom.us/j/86023099747>



SUBSTITUTE SUPPORT

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	plc0188@lausd.net
Northeast & Northwest	Jorge Amador	jorge.amador@lausd.net
South	Veronica Aragon	varagon@lausd.net
West	Renee Fuentes Campa	rcampa@lausd.net

- **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/lausdworksitessiteaccess>; 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 with additional questions.

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:

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.

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.

OCT. 11
2021

LATIN/x
TOWN HALL


A Critical Dialogue about Latin/x and Chican/x K-12 College and Career Access

LIVE TOWN HALL DISCUSSION

Welcoming all LD Educators, students, staff, families & guests.
Special guest Daniel Solórzano - UCLA Chavez

MONDAY OCT. 11, 2021

VIRTUAL TOWN HALL | 5PM-6:30PM | JOIN US

[Click here to join the webinar](https://lausd.zoom.us/j/88227655716)  <https://lausd.zoom.us/j/88227655716>
Webinar ID: 882 276 55716

Approved by Frances Baez, LD Central Superintendent _____

Standing with LGBTQ Students, Staff and Families: Best Practices for Affirming LAUSD's Queer Communities

We invite you and your LAUSD colleagues to our virtual conference, Standing with LGBTQ Students, Staff and Families: Best Practices for Affirming LAUSD's Queer Communities, **October 11 -15, 2:30 – 4:30 pm**. Each day will open with a large group session, followed by a selection of 90-minute break out sessions with national leaders in sexual and gender diversity in K-12 education.

Interim Superintendent Megan Reilly, Pia Escudero, Executive Director of Student Health and Human Services, and Alison Yoshimoto-Towery, Chief Academic Officer, will open the conference with a welcome to all guests. October 11 is also Indigenous People's Day. Our guest keynote speaker is Dr. Karina Walters, MSW. Dr. Walters is a member of the Choctaw Nation, scholar of

historical trauma and cultural resiliency, and an alum of Hollywood High and UCLA.

Registering for any day gives access to the entire week of poster sessions. Registrants will then receive the program so they may reserve their desired sessions for each day. There will be up to five sessions to select from each day of the week.

Click [HERE](#) for registration flyer.

For more information, please contact: Judy Chiasson, Student Health and Human Services, judy.chiasson@lausd.net

In Memoriam

Gary Kranz - School Portraits by Kranz, Inc. Mr. Kranz provided photography services at AALA's Scholarship events as well as LAUSD schools for many years. He passed away on October 2, 2021.

Edward Richard Polanco - Mr. Polanco served as a Complex Project Manager from 2007 to 2015, Provisional Area Facilities Service Director from 2015 to 2016, returning back to Complex Project Manager until he retired on October 5, 2018. Mr. Polanco passed away on September 7, 2021 in Arizona. He is survived by his wife Sandy. You can share condolences with the family by clicking [HERE](#) then click on *Add a Memory*.

Brent Seago - In Lieu of flowers, please consider donating to the Salvation Army in Brent's name. This is the organization that ran the orphanage in Norway where Brent and his sister Amy lived before they were adopted.

Robert Venegas - Mr. Venegas served the district as an Assistant Principal at Hillside and Rowan Avenue Elementary Schools as well as Principal at Marianna Avenue, Albion Street and Ford Boulevard Elementary Schools. Mr. Venegas retired on July 1, 2006 and passed away on October 4, 2021.



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: 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](#).

Benefits Open Enrollment window 10/25-11/21. Look for a packet in your mail soon.

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). Zoom link will be provided on day of event.

Council of Mexican American Administrators (CMAA) Updates

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](#).

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 Updates

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

Council of Black Administrators (COBA) Updates

Virtual 2021-2022 Meetings and Special Events:

COBA Opening Meeting - 5:30 pm - 7:00 pm
Wednesday, October 27, 2021

General Membership Meetings 5:30 pm - 7:00 pm:
Wednesday, November 17, 2021
Wednesday, January 26, 2022
Wednesday, March 23, 2022

Holiday Social - 5:30 pm - 7:00 pm **Monday, December 13, 2021**

47th Annual Scholarship Awards Recognition - 1:00 pm - 2:30 pm **Saturday, May 14, 2022**

2021-2022 COBA End of the Year Celebration - 5:30 pm - 7:00 pm **Wednesday, June 22, 2022**

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