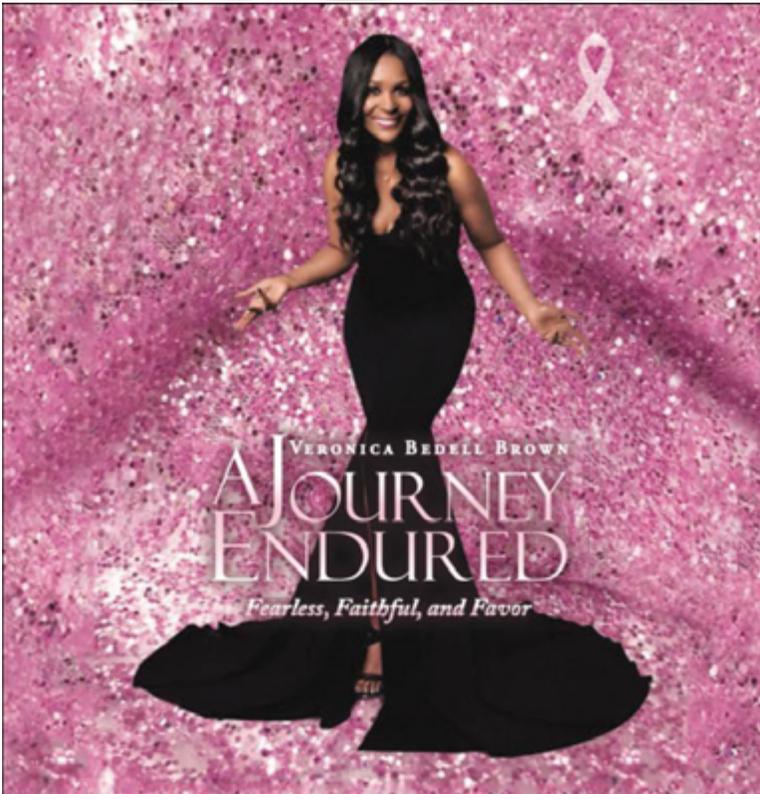


November 1, 2021

# UPDATE



## In this issue:

- 1** ENCOURAGING OTHERS TO RISE UP & TELL THEIR STORIES  
"A Journey Endured" by Dr. Veronica Brown
- 2** CONTINUING DR. SALAZAR'S PASSION  
Cash for College
- 3** HEALTHCARE FAQS  
Features of New Dental Plan for 2022
- 4** LIVER CANCER  
One of the deadliest in the World  
NOVEMBER  
More Than Just Thanksgiving
- 5** LAUSD STAFFING EQUITY GRANT SURVEY  
ASGL WELCOMES SUPT. THURMOND
- 6** HUMAN RESOURCES UPDATES.
- 7** POSITIONS AVAILABLE  
AALA BENEFITS CORNER - VOYA  
BECOME AN AALA ANGEL
- 8** INTEREST GROUPS  
News You Can Use

## Encouraging Others to Rise Up and Tell Their Stories

In honor of Breast Cancer Awareness month, AALA salutes one of our very own, **Dr. Veronica Bedell Brown**. Dr. Brown, a Principal at Manchester Ave. Elementary School, has written a memoir revisiting the day she realized she had breast cancer. *A Journey Endured* offers an intimate look at Veronica's journey when cancer invaded her world. She bravely shares her thoughts, struggles, confusions, and joys from diagnosis through treatment. Veronica brazenly invites readers into the most vulnerable time in her life, empowering others to tell their own stories unashamedly. Dr. Brown reveals how she countered mental agony with faith, favor, and a fearless determination to prevail. Cancer crept into her life when she was at her highest point of her career and health. Never in a million years did she see this disease coming. It was Friday, July 19, 2019 a beautiful sunny afternoon, when she was told those three words, "You have cancer." With no mother or father alive to turn to, she immediately sought comfort and prayer in her sister, brother, and two



**Benefits Open Enrollment** window 10/25-11/21. Look for a packet in your mail. If you have not received it go to <https://achieve.lausd.net/benefits> and download Open Enrollment Letters, 2022 Benefits Information, and Summary of Benefits Coverage.

JOURNEY ENDURED>> PAGE 2

## JOURNEY ENDURED FROM PAGE 1

best friends. She disclosed her illness when she decided to courageously tell the world of her diagnosis on July 30, 2019.

It came as a relief to allow others to witness her world while she was going through the process. Every footstep she took, every pain she bore, she shared with the world. It was her personal choice to share her experience with everyone, holding no regrets or shame. She recounted every memory on social media, which motivated her to write a book reliving her life with cancer. She felt if others could understand the shoes she travelled in, she might help someone render compassion for a survivor. After a year on medical leave, she continues to struggle with memory and recalling information, but she is determined to not let that stop her from rising to the top. Dr. Brown's memoir will be released before the end of 2021. And while her mission isn't complete, she is in the process of writing her third children's book. This time, it is to help youth deal with a parent being diagnosed with cancer. Her memoir is inspiring. It is her truth. It is her walk. It is her narrative told in her own way. Life has forever changed for Dr. Veronica Brown and because she endured, she now boldly tells her story in *A Journey Endured*.



Dr. Brown gives back to her community by hosting an annual *Feed Our Community* Thanksgiving event.



**HONORING DR. ALMA SALAZAR**

As we come upon one year since the passing of our beloved colleague, friend and mentor, Dr. Alma Salazar, the UNITE-LA family is honoring her by committing ourselves to do even more for the youth of Los Angeles.

At the time of her passing, Alma served as UNITE-LA's Executive Vice President with her predominant focus on education and workforce development initiatives and policies.

In our efforts to reach more students, youth and impact more lives, we are asking all of you to join us in honoring Alma.

It is fitting that LAUSD denotes October as College Awareness Month, since we know how much Alma would have asked all of us to join that commemoration by working to encourage students to complete financial aid applications, whether it be through hands-on help or simply by spreading the word.

Since her first day with UNITE-LA in 2000, Alma worked to build business/education partnerships to improve academic achievement, life-long learning, and career success for California's students. She worked especially hard for the historically underrepresented students and championed DACA youth to ensure they too had every chance to access and succeed in higher education. Alma was a true social justice warrior. Because of her efforts, the youth of today and generations to come have a better future.

Not only are all of us at UNITE-LA so grateful to have the privilege and blessing to have worked alongside Alma, but also, we are the better for it.

Thank You,  
The UNITE-LA Family

## Continuing Dr. Salazar's Passion - Cash For College

Many LAUSD administrators knew and collaborated with UNITE-LA's Dr. Alma Salazar. She was the driving force behind LA Cash For College. One year after her passing, UNITE-LA asks educators to honor her legacy by helping students apply for financial aid. Although the LA Cash for College live October workshops have passed, students can watch workshops on demand through 2022. **The FAFSA deadline for California is March 2, 2022.** Students have an opportunity to win a \$1,000 LA Cash for College scholarship in May 2022, so there are still plenty of opportunities left to spread the word!

- Share the financial aid completion resources and information. Click [here](#) for a toolkit.
- LA Cash for College workshops are available on demand in English and Spanish. Click [here](#) for more information and to access workshops.

## Healthcare FAQs - Features of New Dental Plan for 2022

Affecting more than 60,000 dental plan members, Aetna Dental PPO will replace United Concordia Dental PPO for 2022. During Open Enrollment, current United Concordia members may enroll in another dental plan or do nothing and the District will automatically move you into the Aetna dental plan.

### How was the new plan selected?

All medical, dental, and vision plans are evaluated by a selection committee appointed by the Health Benefits Committee (HBC). During the year when an insurer’s contract with the District is terminating, the District issues a Request for Proposal (RFP) that invites insurers to competitively bid for a new contract. Voting members of HBC—union presidents and/or designees and the District representative—review the finalists and makes a selection that is then sent and approved by the Board of Education. The HBC chose Aetna Dental PPO as the best proposal for 2022 in terms of services and premium costs.

### What benefits does the Aetna Dental plan include?

The most noticeable improvement is the \$3,000 annual benefit. With dental costs escalating, this plan covers more costs before reaching the annual maximum allowable. The \$3,000 includes both in-network and out-of-network use. The annual deductible, the amount you pay before your coverage kicks in, is \$100. The chart below shows how using an in-network dentist is more cost-effective.

Here is a partial list of what’s covered in- and out-of-network:

Common Dental Procedures	Category	In-Network	Out-of- Network	Benefit Limitations & Exclusions
Oral Exam	Preventive & Diagnostic	No charge	20%, deductible doesn’t apply	Two routine & two problem-focused exams per year.
Bitewing X-ray	Preventive & Diagnostic	No charge	20%, deductible doesn’t apply	Two sets per year.
Cleaning	Preventive & Diagnostic	No charge	20%, deductible doesn’t apply	Two per year.
Filling	Basic	20%	40%	
Extraction, Erupted Tooth or Exposed Root	Basic	20%	40%	
Root Canal	Basic	20%	40%	
Scaling and Root Planing	Basic	20%	40%	One per quadrant per 24 months.
Ceramic Crown	Major	50%	50%	Replacement of existing crown limited to once every 3 years.
Removable Partial Denture	Major	50%	50%	Replacement of existing denture limited to once every 3 years.
Orthodontia	Orthodontia	50%	50%	

For more information about your coverage, visit [www.aetnaresource.com/p/LAUSD](http://www.aetnaresource.com/p/LAUSD) to find a dentist, check whether your dentist is in the network, and/or to nominate your dentist to join the Aetna network. If you have any questions, contact Aetna at (877) 338-1579.

# Liver Cancer - One of the Deadliest in the World

Did you Know that liver cancer is the sixth most common cancer worldwide and third leading cause of cancer deaths? ([National Cancer Institute](#)) In the United States it is the sixth leading cause of cancer deaths. By looking at risk factors, you can make lifestyle changes to lower your risk of liver cancer.

According to the [City of Hope](#), risk factors linked to liver cancer include:

- Alcohol: Heavy alcohol use, especially over a long time, increases liver cancer risk.
- Aflatoxin-tainted foods: Aflatoxin is a harmful compound produced by a fungus that grows in improperly stored grains and nuts — particularly in hot and humid environments. Consuming this toxin can increase one's liver cancer risk.
- Diseases and conditions that raise liver cancer risk
  - \* Hepatitis B or C infection
  - \* Cirrhosis: a chronic and progressive disease in which normal liver cells are replaced with scar tissues
  - \* Hemochromatosis: a condition that causes excess iron to be stored in the liver
  - \* Type 2 diabetes
  - \* Non-alcoholic fatty liver disease
- Ethnicity: Asians and Pacific Islanders have the highest risk of developing liver cancer, but the risk is also elevated for African-American, American Indian and Latino populations as well, compared to non-Hispanic whites.
- Gender: Liver cancer is more common in men.
- Tobacco use

As with other cancers, reducing your exposure to known risk factors may lead to prevention. This includes avoiding and treating Hepatitis B and C infections, limiting alcohol and tobacco use, being at a healthy weight, limiting exposure to cancer-causing chemicals, and treating diseases that increase cancer risk. ([American Cancer Society](#))



Passing down your family history is memorializing people you love and sharing important events. It is no coincidence that **National Family Stories Month** is also

in November. When family gathers stories flow. But, is anyone recording them for posterity?

## November - More Than Just Thanksgiving

If you are an NPR listener, you are familiar with [StoryCorps](#). This is a project whose mission is to preserve humanity's stories to build connections and create a more just and compassionate world. While your mission might not be so lofty, memorializing the people and stories dear to your family is a worthwhile journey. Yes, you can dig into your ancestors' lives through a website services, but isn't it more rewarding to listen to stories at the Thanksgiving table and record those?

There are so many options to take when telling your family story. You can ask your relatives to bring old photographs with them and spend time talking about the stories behind the pictures. Don't forget to write down these reminiscences! How about starting off with a set of questions to prompt memories? For younger kids [NationalDayCalendar.com](#) has a [worksheet](#) with questions to get them started.

The NPR StoryCorps project records their stories digitally and houses them at the American Folklore Center, Library of Congress. How are you going to memorialize your family? Ideas include writing a book, copying photographs and creating captions that tell the story behind the photo, digitally recording stories using your smart phone or computer. The media you choose doesn't matter, but recording the stories does.

Let me start off... One of the most vivid childhood memories I have is of my uncle pulling out his movie projector, setting up a white sheet on the wall, and playing "Spooky Hooky" for my siblings and I...

## LAUSD Staffing Equity Grant Survey

The 2021–22 State budget provided districts with additional ongoing funding to hire additional school level staff in schools with greater than 55 percent enrollment of students who are foster youth, English learners, and low-income. These funds must be used on credentialed staff, classified staff, or both of those (including custodial staff) providing direct services to students.

As evidenced by continuing support for the Student Equity Needs Index, our communities have consistently voiced their interest in expanded discretionary resources at schools. Starting in 2022-23, the District proposes to use these funds to create a Staffing Equity Grant for school-based positions to provide direct supports to students at eligible school sites. Schools would choose positions from a short list developed through this survey (and revised annually with ongoing engagement). At the end of each year, unused grant funds would be centralized and re-allocated in the following year based on schools' eligibility.

For the 2021-22 school year, as a short term solution for the immediate use of these funds, the District proposes to use a portion of these funds to support Psychiatric Social Worker positions at eligible school sites. This aligns to the broad community support and advocacy for mental health supports, as demonstrated through multiple district engagement cycles. Any remaining funds will be carried over for the Staffing Equity Grant allocations for 2022-23.

Please complete the following short survey to provide feedback on the use of these funds for Psychiatric Social Workers in 2021-22 and to develop the short list of available positions for the Staffing Equity Grant in 2022-23: <https://tinyurl.com/LAUSD-Staffing-Equity-Grant>. The survey will close on November 12th.

Congratulations to Ambassador School of Global Leadership (ASGL) Principal **Kate Sohn** on being a super host to **State Superintendent Tony Thurmond** as he kicked off a vaccine campaign!



Tom Tsai, David Nguyen, Kelley Macneil, Supt. Thurmond, Principal Sohn, Maria Mancina, Enrique Legaspi, Nathan Edson



ASGL students pose while hobnobbing with **Mayor Eric Garcetti** at MWC Los Angeles 2021.

# Associated Administrators of Los Angeles

## EDUCATOR DEVELOPMENT AND SUPPORT

UTLA-represented employees being evaluated shall complete one formal observation during the academic year. The deadline for completing the formal observation is **February 18, 2022**.

To support your efforts in completing formal observations, resources are provided on the MyPGS website under the Resources tab, such as the [EDS Observations Handbook](#).

When scheduling observations, consider that Affirmative Decisions for Probationary 2 teachers are due to Directors/Community of School Administrators in late November.

The EDS team is here to support you! Please contact a team member at [mypgs@lausd.net](mailto:mypgs@lausd.net) or join Friday Office Hours from 2:00 pm to 4:00 pm.

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



## HOST SCHOOLS FOR STUDENT TEACHERS WANTED

Human Resources is seeking school sites who are interested in hosting student teachers for second semester. Hosting student teachers is an excellent way to observe and recruit new teachers for the coming school year. Interested schools should sign up at the following link: <https://bit.ly/3psBTxj>

## DEVELOPMENT OF SCHOOL SUPPORT ADMINISTRATOR LEADERSHIP FRAMEWORK

Human Resources is developing a School Support Administrator Leadership Framework. We are searching for School Support Administrators interested in participating in focus group sessions to provide feedback on the standards, components, elements, and evidence. Interested participants should fill out the following form: <https://forms.office.com/r/T4hdnD6MNS>.

If you have questions, please reach out to Heather Lower Lowe at [hlowe@lausd.net](mailto:hlowe@lausd.net).

## 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 and East	Pat Castro	<a href="mailto:plc0188@lausd.net">plc0188@lausd.net</a>
Northeast and Northwest	Eva Garcia	<a href="mailto:Eva.n.garcia@lausd.net">Eva.n.garcia@lausd.net</a>
South	Veronica Aragon	<a href="mailto:varagon@lausd.net">varagon@lausd.net</a>
West	Renee Fuentes Campa	<a href="mailto:rcampa@lausd.net">rcampa@lausd.net</a>

# 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.

## AALA Benefits Corner

Voya Retirement Plan Specialists are available to do Zoom reviews one-on-one with plan participants and potential enrollees. They are happy to work out a schedule of Zoom or in-person presentations for your organization members. It can take 30 minutes for the overview or a bit longer depending on the questions.

Topics that can be covered:

- How the 457(b) Plan works
- Investment Options - asset allocations
- Personal factors to consider - risk tolerance; time frame for goal
- Retirement readiness - MyOrangeMoney calculator

Contact:

Dan Garcia, Investment Advisor Representative  
Voya Financial Advisors  
1030 Nevada Street, Suite 203  
Redlands, CA 92374

Tel: 714.331.5858

Fax: 515.698.2091

Email: [dan.garcia@voya.com](mailto:dan.garcia@voya.com)

[Voya.com](http://Voya.com)



## 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 40th 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

### Alliance for Asian Pacific Administrators

AAPA Members, you are invited to our annual leadership development (In Person) meeting. Sharpen your skills by revisiting our district's school leadership framework that will set you on the trajectory to success! Whether you are a current or aspiring administrator, this will be a fantastic opportunity! Please see [attached flyer](#) for more information including the registration link.

### Association of California School Administrators (ACSA) Region 16

**Leadership Summit** Nov. 4-6, 2021 in San Francisco, CA. [bit.ly/ACSASummit2021](https://bit.ly/ACSASummit2021). Submit conference attendance form to your director. All of our requests have been approved, but if you have any problems, send an email to Dr. Barrett at [ajbsfamily@gmail.com](mailto:ajbsfamily@gmail.com).

### Aspiring Administrators

Our next meeting is Tuesday, November 9 at 7 p.m. We will be starting a new year focusing on Social Emotional Leadership. Encourage your teacher leaders, coaches and coordinators to join us. Everyone is welcome.

Social-Emotional Leadership  
New Leadership for a New time

Join Zoom Meeting

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

Meeting ID: 830 0670 6608

Passcode: ACSA

### Council of Black Administrators (COBA)

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

### 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](mailto:axc7702@lausd.net) or feel free to visit our website [here](#).

### Upcoming Events:

**December 10, 2021** 6:00 p.m. Winter Social Location TBD



[Click here to register.](#)

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!

