

November 22, 2021

UPDATE

Breaking News and “Me Too”



AALA Headquarters makes a genuine and sincere effort to listen and act when members raise issues and concerns. Typically, AALA demands to bargain as quickly as possible when an issue affects a wide swath of members. With this in mind, **President Nery X. Paiz** and the AALA Bargaining Team are pleased to announce the signing of a side-letter regarding formal evaluations for the 2021 school year. As a result, many AALA members are not being unduly burdened with performance evaluations this school year. The recently signed letter reads:

- To ensure that new administrators receive coaching, actionable feedback and have opportunities to reflect on their practice, *all school site administrators earning permanency in their class will be evaluated.*
- *School Support Administrators serving in the first year of their position will participate in the evaluation process during the 2021-2022 school year.*
- *All other permanent administrators will not be evaluated for the 2021-2022 school year.* Click [HERE](#) to read sideletter.

Similarly, members on A-Basis demanded the association bargain a 2021 Vacation Payout to avoid losing earned vacation time. As many of you explained, vacation caps were being exceeded and the possibility of taking extended periods of vacation were an impossibility given everyone’s gargantuan workloads. The association is happy to report A-Basis members have been given the one-time pay-out days. Members are encouraged to view their updated vacation balances online or the Employee Vacation Balance Statement by visiting Employee Self Service at <https://ess.lausd.net>. Members with questions are encouraged to email PayrollVacation@lausd.net.

It is important to acknowledge the lengthiness of the process even when the “ask” seems reasonable and doable. Without pointing fingers or assigning blame, please keep the following variables in mind anytime the association bargains a side-letter, Memorandum of Understanding, or successor agreement on your behalf:

- AALA submits a proposal to the District with the “ask” of the day. Usually, the association is able to turn-this-around quickly.

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Come listen to Interim Supt. Reilly at the AALA/ACSA Virtual Brown Bag Luncheon

Friday, November 19, 2021 1:30-2:00

Join Zoom Meeting: <https://us06web.zoom.us/j/85205917070?pwd=MTYycmRXQ0NlMlN5bFNHQM8wKytQQT09>

Meeting ID: 852 0591 7070
Passcode: LUNCH1

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- The proposal then goes to Labor Relations. Labor Relations then matches calendars with AALA to discuss the proposal. This part of the process is important to clarify misconceptions and to polish and wordsmith the proposal as intended by the association. The challenge at this stage is Labor Relations' calendar. The association finds Labor Relations to be accommodating and accessible overall. Keep in mind this one team has the responsibility to bargain with all of the District's bargaining units. This begins to explain some of the lag-time as everyone's calendars have to be matched.
- After the initial proposal is "scrubbed" and both parties have discussed the proposal, Labor Relations then presents the proposal to the Board of Education in closed session. Remember the board does not meet in closed session daily. For example, the board will only have met in closed session three times this November. Once the proposal makes it to the closed session, the board can grant Labor Relations the authority to enter into an agreement with the association, modify it, or out-rightly reject the proposal.
- Once this occurs, Labor Relations then has to match calendars with AALA to discuss the board's decision.
- The AALA bargaining team then has to decide if the board's offer will be countered with a modified proposal. In rare instances does the District accept AALA's proposal as originally submitted. Typically, AALA counters and the aforementioned steps come into play with the association's counter proposal.

Rest assured almost a year ago to the date, the association proposed a vacation pay-out. At the time, the district stated it did not have an appetite to pursue a one-time vacation payout proposal. Instead, the District insisted A-Basis employees needed to be encouraged to take their earned vacation time to avoid burn-out. In retrospect, the District knocked on the association's door earlier this year proposing the vacation payout as many A-Basis employees had exceeded the vacation bank for the previous year. AALA immediately agreed to the side-letter because it was what our members had been demanding all along.

A similar situation occurred with the evaluation side-letter herein. AALA immediately made a proposal to the District with greatest sense of urgency. The ideal was for the side-letter to have been signed prior to Initial Planning Sheets being due. The association certainly proposed as much. Alas, the board's focus during closed-sessions seems to have been on the vaccination mandate for employees and the consequences to follow for non-compliance. The board recently gave Labor Relations the green light to enter into the evaluation side-letter which was immediately signed and returned by President Paiz.

This primer into "Negotiations 101" segues perfectly into the current negotiations on our successor agreement. Many members have communicated the desire to invoke the "me too clause" since the District has reached a tentative salary agreement with the teacher's union. Typically, the "me too clause" is invoked once negotiations have been settled and only if another bargaining unit receives a more substantive raise. For the record, AALA's salary proposal is more ambitious than that of the teachers because our members deserve it. Rest assured AALA will always bargain for "me too language" to ensure the association is treated with parity when it comes to compensation.

Note as of this writing, it is our best understanding Labor Relations is awaiting the opportunity to present to the board our salary proposal along with other monetary and non-monetary proposals. Labor Relations, the General Superintendent, and the Board of Education know you want negotiations on the successor agreement to be finalized forthwith, and President Paiz and the AALA Bargaining Team cannot agree with you more!



Open Enrollment ends on November 21st

As you embark on your online holiday shopping, remember that **passwords are like underwear. Change them often, don't share them and don't leave them lying around.**

Healthcare FAQs - November Health Focus: Preventing Type II Diabetes

The statistics for type II diabetes are staggering! According to the Centers for Disease Control, the rate of diabetes is increasing annually, up from about 10% of the U.S. population (about 34 million people) have diabetes. Another 88 million (every one in three) have prediabetes.

What is diabetes?

- Type 1 diabetes – Your body does not make insulin. This is a problem because you need insulin to take the sugar (glucose) from the foods you eat and turn it into energy for your body. You need to take insulin every day to live.
- Type 2 diabetes – Your body does not make or use insulin well. You may need to take pills or insulin to help control your diabetes. Type 2 is the most common type of diabetes, affecting 90-95% of diabetics.
- Gestational diabetes – Some women get this kind of diabetes when they are pregnant. Most of the time, it goes away after the baby is born. Although it may go away, these women and their children have a greater chance of getting diabetes later in life.
- Prediabetes – People with prediabetes have blood glucose levels that are higher than normal but not yet high enough to be diabetes. Prediabetes is likely to become type 2 diabetes.

What are the potential effects of diabetes?

- Diabetes is a major cause of heart disease and stroke, with death rates being about 2–4 times higher among adults with diabetes than among those without diabetes.
- Diabetes can also lead to other complications, such as vision loss, kidney failure, and amputations of legs or feet.
- About 60-70 percent of people with diabetes have mild to severe forms of nerve damage that could result in pain in the feet or hands, slowed digestion, and other nerve problems.

How do I know if I am at risk for prediabetes or diabetes?

You may be at risk if you are physically inactive; overweight; 45 years or older; have prediabetes; have family members with diabetes; are African American, Alaska Native, American Indian, Asian American, Hispanic/Latino, or Pacific Islander; have high blood pressure; have a history of heart disease or stroke; have ever had gestational diabetes; and other risk factors.

What tests show whether I have diabetes?

Most often, your doctor will order the fasting plasma glucose (FPG) test or the A1C test to diagnose diabetes. In some cases, they may use a random plasma glucose (RPG) test. The table shows what the numerical results mean:

Diagnosis	A1C (percent)	Fasting plasma glucose (FPG) ^a	Oral glucose tolerance test (OGTT) ^{ab}	Random plasma glucose test (RPG) ^a
Normal	below 5.7	99 or below	139 or below	
Prediabetes	5.7 to 6.4	100 to 125	140 to 199	
Diabetes	6.5 or above	126 or above	200 or above	200 or above

What’s most important for those of us who already have type 2 diabetes? The American Diabetes Association recommends you learn as much as you can about the latest medical therapies and healthy lifestyle choices. To manage your disease, get regular diagnostic blood tests, an annual dilated eye exam, an annual foot exam, daily self-monitoring of glucose, annual flu vaccination, and attending a diabetes self-management class. Explore high-tech tools to manage diabetes such as glucose meters, insulin pen, continuous glucose monitors, and insulin pumps.

For more information, see:

- CDC – [National Diabetes Month](#);
- American Diabetes Association – [60-Second Diabetes Risk Test](#)



District's Underserved Youth Part of Universal's Day of Giving 2021

Universal Studios Hollywood partnered with the Assistance League Operation School Bell and hosted three hundred elementary students experiencing homelessness for a day of fun and goodies! Students received backpacks, school supplies, books, school uniforms and shoes, as well as being treated to lunch and a day at Universal Studios. Students from forty-five schools were hosted by Universal employee volunteers and treated to back lot tours. Kudos to Student Health and Human Services AALA members **Denise Miranda, Erin Campbell, Angela Chandler, and Gayle Pollard-Terry** for working diligently to make this a most memorable day for our most vulnerable students!



Please Help Our Most Vulnerable Families in These Trying Times - Join the Sponsor-A-Family Initiative

The Homeless Education Office is excited to announce that they are currently registering sponsors for the 14th Annual Sponsor-a-Family initiative!

During the holiday season, they invite individuals and groups to sponsor LAUSD students and families who are experiencing homelessness. Unfortunately, the impact and recovery from the pandemic have critically affected many students and families. If you have participated in Sponsor-a-Family in the past, you have witnessed the difference your sponsorship can make in the lives of our students.

Will you consider registering to sponsor one of the families or unaccompanied youth experiencing homelessness during the holiday season? Please see the [attached Sponsor-a-Family flyer](#), participation guidelines, and note important dates.

Help spread the magic of the holiday season by sharing the [attached flyer](#) with others who may also be interested in participating as a sponsor. Thank you in advance for your generosity and support.

Click [HERE](#) to register.



2021 • 14TH ANNUAL

Sponsor A Family

THE HOMELESS EDUCATION OFFICE
IS SEEKING SPONSORS

As the holiday season approaches, help bring the magic of the holidays to our families experiencing homelessness! Gather with friends, family, or coworkers and share joy with others in need!

TO REGISTER, VISIT: <https://bit.ly/2021SponsorAFamily>



HOMELESS EDUCATION OFFICE



(213) 202 - 7581



<https://achieve.lausd.net/page/12911>

Student Support Programs <https://achieve.lausd.net/studentsupportprograms>

HAVING A COVID-SAFE THANKSGIVING Guidance for Families and Individuals



This guide offers ideas on how to reduce your risk of COVID-19 while celebrating Thanksgiving with extended family and/or friends.

Many generations often gather to celebrate Thanksgiving, so think about everyone's risk for COVID-19. Take extra precautions if there are people who are not fully vaccinated and/or who are at a higher risk of getting severe disease if they get infected (such as **older adults** and those with **certain medical conditions**). If everyone attending is fully vaccinated, the risk of the COVID-19 virus being transmitted is significantly reduced.

The safest option is to gather-in person only with members of your household and to celebrate virtually with other family and friends. Consider this option if you have loved ones who have weak immune systems or who are not fully vaccinated and at high risk of severe COVID-19 disease.



TIPS FOR A SAFER IN-PERSON THANKSGIVING GATHERING:

For the many people wishing to celebrate in-person, the suggestions below provide added layers of protection. Use your good judgment to reduce the risk of COVID-19 among your family and friends.

Remember that COVID-19 spreads more easily in:

- **Closed spaces** with poor airflow
- **Crowded places** where there are many people from different households
- **Close contact** settings especially where people are talking or laughing close together.

Planning Ahead

- **Get vaccinated now** because it takes several weeks for the COVID-19 vaccines to be fully effective. Getting the vaccine now will help to protect you and your loved ones for Thanksgiving and for the upcoming winter holidays. Encourage **eligible** family members to get the COVID-19 vaccine as soon as possible. This includes recommended additional doses or booster doses. Encourage everyone to get their flu vaccine too.
- **Stay local** until everyone in your household is fully vaccinated. If you travel with unvaccinated family members, including young children, follow **travel guidance**. This includes completing quarantine before joining the holiday gathering.
- **Gather outdoors if possible**. Outdoors is safer than indoors, especially when masks are off for eating and drinking. If you can, plan to have at least the drinks and meal outside. If outdoors isn't possible or practical, improve the air flow indoors. Open windows and doors, use fans and portable air cleaners, run heating and air. Be sure to upgrade or replace filters (see **CDPH fact sheet**).
- **Keep your gathering small**. Avoid mixing with many different families. Don't be afraid to ask about people's vaccination status and recent risks before joining a Thanksgiving gathering.
- **Take extra precautions** if you will be gathering with people from other parts of the county or from different households that include unvaccinated people or those at high risk of severe illness. Keep your **COVID-19 risk low** for a couple weeks before (e.g., avoid crowded indoor spaces) and/or get tested before joining the group. Plan to get a **viral test** as close to the event as possible. A rapid test, including a self-test could be used for this purpose. If you get a laboratory PCR test, make sure that the result will be back in time.

For more information, visit ph.lacounty.gov/covidtests

[VaccinateLACounty.com](https://www.vaccinatelacounty.com)



COUNTY OF LOS ANGELES
Public Health
11-10-2021

Associated Administrators of Los Angeles

WELLNESS WEDNESDAYS FOR ADMINISTRATORS FEATURED IN NATIONAL JOURNAL

Congratulations to AALA members, **Marco A. Nava, Ed.D., Lee Lee Chou, Mark Duncan, Delia Estrada, Ph.D., Kery Jackson, April Ramos-Olona, and Angie Woo**, for their journal article, Working Toward Wellness, in NAESP (National Association for Elementary School Principals).

This article shares how Human Resources puts into practice the core value that school districts must invest in the wellbeing of the adults who work there. One hundred and ten administrators met for one hour a week for 10 weeks to engage in activities focused on improving their own wellbeing. Practices included intentional breathing, stretching, chair yoga, art therapy, gratitude practice, and forest bathing, among others. AALA members quoted in the article include **Dr. Evangelina Cantu**, San Antonio Elementary School, **Dr. Jose M. Rodriguez**, Glassell Park/Los Feliz Community of Schools Administrator, and **Ms. Adebimpe Oni**, Dorsey High School Assistant Principal.

Please take a moment to read this well-presented article by our own LAUSD family. Click [HERE](#) for the full article.

EDUCATOR DEVELOPMENT AND SUPPORT

On Friday, November 5th, evaluation plans for school-based UTLA-represented members who did not meet the evaluation requirements described in the 2021-2022 LAUSD-UTLA agreement were archived on the MyPGS platform. If for any reason these plans need to be reopened to edit, school site administrators may update the Staff Roster by marking the employee as “Required for 21-22” and plans will be editable the next day.

Affirmative Decision forms for Probationary 2 teachers are due to Local District Superintendents by December 1st. Please contact a team member at mypgs@lausd.net or join Friday Office Hours from 2:00 pm to 4:00 pm. The EDS Team is here to support you! 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>

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	plc0188@lausd.net
Northeast and Northwest	Eva Garcia	Eva.n.garcia@lausd.net
South and West	Renee Fuentes Campa	rcampa@lausd.net
	Meredith Adams	meredith.adams@lausd.net

Substitute Educators Appreciation Day – November 18, 2021

Los Angeles Unified salutes all our substitute educators and thanks them for all their hard work. Please show school-wide appreciation to substitute educators on a regular basis and make sure to recognize their contributions to your school community on November 18th.

In Memoriam

CARA SCHNEIDER - Ms. Schneider served as Assistant Principal and APEIS at Vine Street, Selma, and Liggett Elementary schools. She served as Principal at Noble Elementary School, Instructional Director for ESC North, Local District Director for Local District Northwest and Administrator for the Monroe Community of Schools. Ms. Schneider passed away on November 5, 2021. Services were held on November 9, 2021. Cara's family requests that in lieu of flowers, donations be made to City of Hope, American Cancer Society, or Children's Hunger Fund.



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.

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.



