

JUNE 13, 2022

UPDATE

Breaking News-Upcoming Unit J Negotiations



AALA President Nery Paiz, AALA Unit J VP Walter Contreras & Director Manny Montenegro

Unit J members are rightly wondering about the Unit J successor agreement. AALA is looking forward to the approaching Unit J Negotiations. The AALA Unit J is one of the few that expired on June 30, 2021. Most others expired on June 30, 2020, including the AALA Certificated contract.

Keep in mind that the June 30, 2021, contract remains in effect until the new one has been negotiated, ratified, and approved by the Board of Education. As a reminder, following are the highlights of the Unit J Contract 2018-2021:

- Article VIII - Union Security and Dues Deduction/Section 4.2: Likewise, AALA Unit J will furnish any information needed by the District to fulfill the provisions of this Article.
- Article IX – Hours of Work/Section 2.2: Granting and/or scheduling use of flexible reduced hours shall not be done on an arbitrary, capricious, or discriminatory basis, nor shall it be denied or limited for any of these reasons.
- Article XIV – Wages and Salaries/Section 10.3: Effective July 1, 2018, the longevity increment schedule for year of qualifying district service shall be:
 - » \$40 per pay period after 10 years
 - » \$55 per pay period after 15 years
 - » \$70 per pay period after 20 years
- Article XV – Health and Welfare – Section 4.0 g.: For employees hired on or after April 1, 2019, years of qualifying service and age must total eighty-seven (87) in order to qualify for retiree health benefits. This must include a minimum of thirty (30) consecutive years of service with the District immediately prior to retirement.
- Article XV – Health and Welfare/Section 13.0: 457(b) enrollment:

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4th Annual Mental Health Symposium

School leaders - the District is prioritizing classroom vacancies. Check with your HR Specialist or email askhr@lausd.net when filling non-classroom positions.

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[AALA Unit J bargaining unit members may enroll in the District's 4579b\) Deferred Compensation Plan.](#)

- Article XIX – Tuition Reimbursement: Article XIX – Section b.: Tuition reimbursement shall be limited to a maximum of one thousand one hundred dollars (\$1,100).
- Article XXII – [Negotiations for Successor Agreement/Section 2.0:](#) Negotiations for the successor agreement to this Agreement shall commence at the request of either party any time after January 1, 2021.
- The District offers to all members of Unit J a salary package consisting of:
 1. Effective July 1, 2017, all Unit J bargaining unit members shall receive a 3% on schedule wage increase applied to all pay scale groups and levels of the base salary tables.
 2. Effective July 1, 2018, all Unit J bargaining unit members shall receive a 3% on schedule wage increase applied to all pay scale groups and level of the base salary tables.

AALA's important next steps are:

1. Send a survey asap to Unit J members to determine their priorities.
2. Convene the Unit J Negotiations Team and begin training in the negotiations process.
3. Submit a request to begin bargaining to the Board of Education.
4. Begin negotiations.

This high-level overview is by no means exhaustive. The negotiations team and the District should be good to go and begin the bargaining process ASAP. Stay tuned for progress updates in the weeks and months ahead. In the meantime, please contact the office at 213.484.2226 or email gpivaral@aala.us to determine if you are in good standing with the Association. Otherwise, you cannot participate in the ratification process. Complete the Membership form [HERE](#).

Juneteenth (June 20th) is a paid holiday for A and E base employees

2022-2023 E and B Basis Calendars:

E basis July 20, 2022 to June 28, 2023

B basis July 29, 2022 to June 20, 2023

Questions?

Payroll questions: payrollsupport@lausd.net

HR questions: askhr@lausd.net

Provide the district feedback at <https://achieve.lausd.net/thoughtexchange>.

Calling all AALA Members! Do you have a new administrator in your school or office? Do you know of a new administrator? Please let them know about the benefits of AALA membership and have them complete the easy form below:

<https://docs.google.com/forms/d/e/1FAIpQLSdTTpn6QRag1mkFhGP7ojIzhmoeHn7urLOKfp6Nz4TSWVf7Lw/viewform>

Do You Want AALA Wings?

For as little as \$5 or \$10 per pay period you can earn some! This is the simplest way to become an AALA Angel. Think about it, for about the cost of a latte or spirit you can fund college dreams. And who knows, the scholar you support may someday saves lives.

AALA established FRIENDS OF AALA, a 501(c)(3) nonprofit corporation in January 2011 to fund our student scholarship program for deserving LAUSD students. This Spring AALA awarded 35 \$2,500 and 17 \$1,000 scholarships to graduating seniors representing high schools and community adult schools. 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.

Click [HERE](#) and earn your wings! All donations to FRIENDS OF AALA are tax deductible.

AAALA's New Executive Board Installed

The first Monday in June heralds the installation of AALA's newest Executive Board members. As importantly, the event marks and celebrates the service of exiting board members and milestones achieved by the staff.

Accolades and gratitude go to outgoing board members for their dedicated service and commitment: MaryJane Lira London, Dave Montes, José Luis Rodríguez Cázares. A \$2000 dollar donation was made by AALA to Friends of AALA. The honorary scholarship will bear their names and be awarded to a senior from the LAUSD Class of 2023.

Dr. Judith Perez was recognized for her incredible service to our noble profession. Dr. Perez has been a model servant leader for close to sixty years. Her service to AALA began in 2009 as the



two-term president of AALA. She continued



serving as one of AALA's Administrators thereafter. She has been the association's lead negotiator. As importantly, she has represented many members throughout the years. She is a powerhouse with the most incredible institutional memory! Dr. Perez officially retires on June 30, 2022. We are sure it will not be long before we knock on her door with a special project even if she says no. AALA donated \$2000 to Friends of AALA in her honor. Dr. Perez has an established perpetual scholarship with Friends of AALA. Consider making a donation to the Judith Perez Honorary Scholarship as a special way to show appreciation and gratitude for amazing service to public education. Donations are tax-deductible. All proceeds go to deserving LAUSD graduates. Friends of AALA and AALA look

forward to awarding as many scholarships as possible to the LAUSD Class of 2023.

Lastly, join us in welcoming AALA's Executive Board 2022-2023:

Nery X. Paiz, President

Adult Dept.

Anna E. Madrid, V.P.

Julio A. Melara, Director

Vladimir Tigno, Director

Early Education Dept.

Dr. Ayanna Davis, V.P.

Scarlett Ramirez, Director

Viken Kazarian, Director

Elementary Dept.

Richard Guillen, V.P.

Elvira Juarez, Director

Manuel Nava, Director

Secondary Dept.

Phillip Koch, Vice-President

Karen Fattal, Director

Dr. Alex Placencio, Director

School Support Admin.

Kevin Kilpatrick, V.P.

Brenda Pensamiento, Director

Dr. Rafael Gaeta, Director

Unit J Classified Dept.

Walter Contreras, Vice-President

Manuel Montenegro, Director

Healthcare FAQs: SUMMER'S COMING - STAY HEALTHY, COOL, AND SAFE!

Summer may be a time for relaxation, family barbecues/picnics, days at the beach, road trips, family barbecues and may include faraway destinations. But summer also poses the seasonal risks of soaring temperatures, including sunburn and heat-related illnesses, food poisoning, dehydration, swimming dangers, insect bites and stings, and many more. You can have a happy summer by being aware and prepared!

PREVENT SUNBURN AND HEAT-RELATED ILLNESSES

- Stay cool—avoid the sun between 10 a.m. and 4 p.m. when sun rays are the strongest; seek shade wherever possible.
- Wear sunscreen, with a minimum SPF15; replenish sunscreen often.
- Cover up when outdoors – wear wide-brimmed hat, loose clothing, sunglasses with 99% UV protection.
- Stay hydrated—drink water before you feel thirsty. Eat fruits and vegetables high in water, such as watermelon, strawberries, peaches, cucumbers, cabbage, and spinach.



WATER SAFETY TIPS



- Learn to swim and teach your children to swim.
- At water spots like the beaches or lakes, swim only in areas supervised by lifeguards.
- Designate an adult water watcher when anyone is in the pool. Never swim alone.
- Teach children to stay away from pool drains; install anti-entrapment drain covers.
- Wear life jackets in boats or during water activities; drowning can occur even in shallow water.
- Learn what drowning looks like; drowning doesn't look like drowning. See [How to Spot the Real Signs of Drowning - Consumer Reports](#)



PRACTICE FOOD SAFETY

- Remember that bacteria grows more rapidly during warm weather and can lead to food poisoning.
- Wash your hand before handling foods—if soap and water are not available, use hand sanitizer.
- Invest in a well-insulated cooler to keep perishable foods—both raw and cooked cold. Keep your cooler in the shade.
- When picnicking on hot days (90°F or above), refrigerate food after one hour. At lower temperatures, refrigerate after two hours.

BE PREPARED

- Keep a summer first aid kit at home and in your vehicle that includes pain medication, sunscreen, insect repellent, Benadryl, hydrocortisone, water (for cleaning wounds), medication for gastrointestinal problems, and the usual first aid kit items like antibiotic ointment, alcohol pads, gauze, adhesive bandages, elastic bandages, tape, scissors, etc.
- Pack of baby wipes and antibacterial wipes
- Flashlight, reusable water bottles, reusable ice packs
- Insulated cooler
- Trash bags
- Picnic equipment (including blanket, supplies, can opener, knife, etc.)



For additional resources, see:

- [CDC's Eight Tips for Safe and Healthy Summertime Work and Play](#)
- CDC, [Warning Signs and Symptoms of Heat-Related Illness](#)
- [Drowning: It Can Happen in an Instant](#), National Safety Council (NSC)
- [Handling Food Safely While Eating Outdoors, FDA](#)

Scholarship Recipients Are Future's Promise



Earl Lawrence Bumagat, Downtown Magnets High School
College Choice: University of Rochester; Major: Undeclared
Dr. Sarah Usmani, Principal

Earl is an altruistic, good-natured young man who is as passionate about his studies as he is about giving back to the community. He provides a sense of calm wherever he is, and often is among the first to volunteer his assistance when the need arises. Earl works hard on whatever he does and is not easily discouraged by setbacks. A recent Public Relations class at Los Angeles Community College provided an opportunity to work with the American Red Cross. At the Red Cross, Earl created a communications plan and kit focused on the growing number of blood donors needed to ameliorate the national blood supply crisis. With a zeal for learning and genuine enthusiasm, Earl's achievements are a preview of his continued successes yet to come



Luz Duran, Eagle Rock Jr./Sr. High School
College Choice: University of California, Los Angeles; Major: Political Science
Derek Steinorth, Principal

Not only is Luz a very strong student academically, but she is also filled with compassion and a singular awareness of the need for family stability and mental health services. Luz plans to become a psychologist since her passion has always been assisting others and trying to improve their quality of life. Her work would include support for underserved populations that struggle every day to sustain a healthy family life. Luz wants to accomplish these goals through the establishment of a free clinic. Beyond that, Luz plans to set up a nonprofit organization where she can create internships for psychology students across the country, allowing them to travel to isolated communities to provide free family support services. Great things are expected from Luz in the years to come, with her generous spirit and enthusiastic attitude.

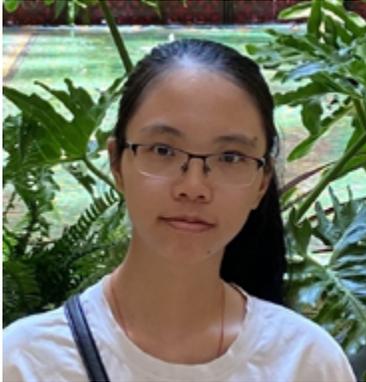


Bryan Mariscal Garcia, Franklin High School
College Choice: California State University, Los Angeles; Major: Civil Engineering
Regina Marquez Martinez, Principal

A natural leader, outgoing and a responsible student, Bryan does not shy away from taking challenging courses. Besides being academically driven, Bryan also has an extensive list of extracurricular activities. Moreover, he is a caring and resilient student who is a role model to his peers. Since elementary school, Bryan has always excelled at math, and then a Career Day at middle school opened his eyes to the engineering field. That day inspired him to gain a better understanding of the world around him and one day to be part of the group of people who advance civilization. Significant academic talent, leadership ability, and a caring personality ensure that Bryan will have a noteworthy impact on the world around him.

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SCHOLARS FROM PAGE 5



Jinying Kuang, Abram Friedman Occupational Center

College Choice: Los Angeles City College; Major: Computer Science
Andrea Rodriguez, Principal

Jinying embodies the strengths of grit, tenacity, resilience and resolve. A National Honor Society member while in her home school, Jinying was able to balance her academic coursework while also actively engaging in her community. She was university-bound until a series of familial issues arose; she stepped up for her family in the way she had done for her academics and community and left high school to help. Now with issues resolved, Jinying has completed her high school diploma and is attending Los Angeles City College in the hope of soon transferring to a UC campus. Jinying found her career path by coincidence, when a friend invited her to a computer science introductory course. There Jinying found her love for math and now computer science, as a subject matter that was not only logical and objective, but one aiming to make endless technological possibilities in the future. Jinying's remarkable achievements are a preview of her successes yet to come.

Ernesto Barragan, Garfield High School

College Choice: University of California, Berkeley; Major: Social Sciences
Andres Favela, Principal



With a friendly and warm personality, Ernesto embodies all the qualities that a well-rounded student should have: he excels academically, he works hard, and is passionate about making his community a better place. Ernesto is a natural leader, well-liked by his teachers and peers and dedicated to the improvement of his home community, Compton, and his school community, East Los Angeles. He understands that success in his educational achievements will have a positive impact, not only on his family, but also on his community. Although he travels an hour and a half to school each day, Ernesto has embraced his commute as part of his identity, while continuing to provide leadership in numerous after-school activities. A self-motivated and dedicated young man, Ernesto will undoubtedly achieve his hopes and dreams.

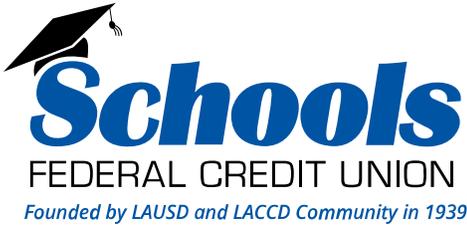
Itzel Rodarte, Garfield High School

College Choice: Occidental College; Major: Psychology
Andres Favela, Principal



Itzel is an incredible critical thinker who spends what little spare time she has with her face buried in books. She radiates a love of learning that is uncommon among her peers. As well, her warm and friendly demeanor have helped her establish a positive rapport with students she mentors as a College Peer Counselor, evidence of her empathetic leadership. An early experience with learning about psychology has not diminished. Itzel's drive to learn and know more about the brain and how humans work, has inspired her to pursue a career in psychology, either clinical or research oriented. It is evident that Itzel is ready to pursue her academic goals at the college level, eager to embrace her path to the exceptional success that surely awaits her.

AALA Scholarship Sponsors



GATEWAYS HOSPITAL
AND MENTAL HEALTH CENTER



Reading Horizons



**AALA Alumni &
AALA Angels**

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POSTING CLASSROOM VACANCIES

In order for Human Resources to support and be of service to principals, it is imperative that principals post classroom vacancies immediately. Timely submission of vacancies assists Human Resources to refer eligible and qualified candidates to school sites for interviews. Please contact your Personnel Specialist for additional questions or support.

ROSTERING STAFF TO BE EVALUATED IN 2022-23

Principals must mark “Ext. to 22-23” in the Staff Roster in the My Professional Growth System platform ([MyPGS](#)) to indicate which staff members will be evaluated next school year using Educator Development and Support: Teachers (EDST), Educator Development and Support: Non-Classroom Teachers (EDSNCT), Educator Development and Support: School Leaders (EDSSL), and Educator Development and Support: Counselors (EDSC).

Refer to the [Frequency of Evaluation Policy](#) and [MyTeam Reports](#) to ensure that all staff are evaluated following district guidelines. Staff who are scheduled for evaluation must be notified by their Administrator now or before the contractual deadline of **September 16, 2022**.

The template language to notify staff, as well as other EDST, EDSNCT, and EDSC resources, is available in the [EDS Planning and Preparation Administrator Handbook](#)

The EDS team is here to support you. Please contact a team member at mypgs@lausd.net or join Friday Zoom Office Hours from 2:00 pm to 4:00pm at <https://lausd.zoom.us/j/86023099747>.

2022-23 Aspiring Administrator Programs

The Aspiring Assistant Principal and Aspiring Principal Programs are the District’s promotional pathway for educators to become school site administrators. These Aspiring Programs will be offered in the 2022-2023 school year. Interested candidates may find the application in MyLAUSD or at the following links ([APP](#) or [AAPP](#)). For additional information contact [Alex Wagner](#) or [Rosie Elmore](#).



2022-23 ASSIGNMENT MONITORING LOCAL ASSIGNMENT OPTIONS REQUESTS - Due 6/30/22

Schools who utilized True Elective, Alternative Setting, Middle School Authorization, Board Permit, One Period Coach, or any other Local Assignment Option forms during the 2021-22 academic year, and plan to continue to utilize them during the 2022-23 school year, must submit a new request to the Credentials, Contract and Compliance Services Unit prior to the first day of school.

- Access the Local Assignment Option Request Form at the following site: <https://achieve.lausd.net/Page/1542>
- Submit completed forms to teacherconsentform@lausd.net
- Include the following subject line: “NAME of SCHOOL – Assignment Monitoring Forms for 2022-2023” Please keep in mind that only holders of preliminary or clear credentials qualify for local assignment options.

For additional updates and information on credentialing resources and assignment monitoring please click [here](#).

ARE YOU TRANSITIONING INTO YOUR NEXT PHASE OF LIFE? Drop us a line and we will share your RETIREMENT NEWS with your colleagues! Please include any information you would like us to share. Send to mrico@aala.us.

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.



FundaMental
CHANGE

4TH ANNUAL MENTAL
HEALTH SYMPOSIUM

Moving Forward Together with Purpose

Saturday, June 11, 2022

The 4th Annual Mental Health Symposium aims to support families who have experienced challenges due to the Covid-19 pandemic by connecting our community to subject matter experts, who will be providing information about available resources.

PROGRAM



Angela Padilla
Founder & President
FundaMental Change



Hon. Alex Padilla
U.S. Senator for California



Dr. Jose Cardenas
CEO
Luminarias Institute Inc.



Dr. Alejandra Acuña
Psychiatric Social Worker
Los Angeles Unified School
District



Franklin Romero
Psychiatric Social Worker II
Los Angeles County
Department of Mental Health



Dr. Ian Shapiro
Faculty Lead for Health
Education & Civic Engagement
AltaMed

KEYNOTE



Sophia Mendoza
Instructional Technology
Initiative Director, Los
Angeles Unified School
District