

SEPTEMBER 6, 2022

UPDATE

Board Ratifies Healthcare Benefits Agreement

The LAUSD Board of Education adopted the June 22, 2022 Healthcare Benefits Agreement on August 30, 2022. What does this mean to you?

The Health Benefits Committee (comprised of representatives from the Associated Administrators of Los Angeles, California School Employees Association, and its Los Angeles Chapter 500, Los Angeles/Orange Counties Building and Construction Trades Council, Los Angeles School Police Association, Los Angeles School Police Sergeants and Lieutenants Association, SEIU Local 99, Teamsters Local 572, and United Teachers Los Angeles) negotiated a two-year benefits agreement with the school district. Healthcare benefits will continue for current employees, retirees, and their dependents.

“This Agreement will assist the District in attaining its goals for students by providing employees with coverage and stability regarding the District contributions to health benefits which attracts and retains the highest quality employees. It also incentivizes employees to attain higher levels of health and wellness to better serve our students.”

What exactly does the agreement cover? Medical benefit levels remain unchanged through 2023, based on the per-participant base contribution amounts for 2021. The 2022 per-participant contribution level will remain at \$14,012.99 per active enrollee, \$20,449.46 per retired pre-Medicare-eligible enrollee, and \$7,111.07 per retired Medicare-eligible enrollee. The 2023 per-participant contribution level will be \$15,306 per active enrollee, \$22,337 per retired pre-Medicare-eligible enrollee, and \$5,065 per retired Medicare-eligible enrollee. Any unspent health funds are carried over up to \$100,000, with amounts in excess of \$100,000 returned to the district general fund. On the flip side if there is a projected shortfall, the Health Benefits Committee will act immediately to address it.

Bottom line, your benefits are secure through 2023. Keep in mind that you are eligible for retiree health benefits based on qualifying years of service and age (please read your respective collective bargaining agreement carefully), but you must be receiving an STRS/PERS retirement allowance and enroll in Medicare when eligible.



In this issue:

- 1 BOARD RATIFIES HEALTHCARE BENEFITS AGREEMENT
- 2 PRESIDENT NERY PAIZ ADDRESSES SUPT. AND SCHOOL BOARD ON ACCELERATION DAYS
- 3 HEALTHCARE FAQS: Are You Sleep Deprived?
- 4 ANNOUNCEMENTS A COOL PET IS A HAPPY PET
- 5 ALL IN A DAY'S WORK
- 6 HUMAN RESOURCES UPDATES
- 7 ALISON YOSHIMOTO-TOWERY SELECTED TO LEAD THE UC-CSU CALIFORNIA COLLABORATIVE FOR NEURODIVERSITY AND LEARNING
- 8 MMED ANNOUNCEMENTS
- 9 IN MEMORIAM POSITIONS AVAILABLE
- 10 INTEREST GROUPS News You Can Use

President Nery Paiz Addresses the Superintendent and School Board On Acceleration Days



September is upon us and the first planned Acceleration Day is looming around the corner. With this in mind, AALA President **Nery Paiz** shared member concerns with the Board this week.

Good afternoon, Superintendent, Board members and senior staff, I am Nery Paiz, President of Associated Administrators of Los Angeles. AALA members certificated and classified as always are Ready for the Work of supporting the Strategic Plan for our LAUSD students to be Ready for the World.

*One of my dedicated but concerned members stated the following, “They always say we (AALA) are the reason things keep going but that’s because we continue to take what they serve even when we are full and about to burst.” However, we cannot do it right on our own. Please provide clear expectations and instructions for each Acceleration Day. **What support will the district provide?***

As Day 1 approaches can the FAQ from Spring be revised to include:

- *how are students identified?*
- *who invites the identified students to come for the support?*
- *will Beyond the Bell have enough staff to supervise students who are not invited but attend school?*
- *What are the expectations for the teachers on those days?*
- *What is the role of administrators on acceleration days?*

AALA members at schools and offices want to focus on their regular daily work of supporting students and families as they integrate the Strategic Plan’s five high-level pillars. However the ongoing dispute about the Acceleration Days is getting in the way, with thoughts of covering students in large groups if no or few teachers participate. We are hopeful administrators will receive clear information including who to contact directly for support on matters related to the Acceleration Days.

Superintendent Carvalho, AALA looks forward to the implementation of systems and strategies that work based on your professional experience. Remember the measuring stick to ensure the strategic plan is working is improved literacy, numeracy, and college and career-ready graduates. I look forward to our continued collaboration with every board member around the horseshoe, and every senior staff member. You can count on our members to stand side-by-side with you to best serve our families and community of schools.

AALA members, remember that we are a phone call or email away. Please share your thoughts and concerns with us! You can reach the office at 213/484-2226 and ask to speak with Nery Paiz or you can email him directly at npaiz@aala.us. You can also email info@aala.us. Our job is to serve you!



Associated Administrators of Los Angeles

Studies sponsored by the National Institutes of Health (NIH) show that people are getting more sleep during the pandemic—a good thing. But a 2022 study has identified COVID-19-related sleep dysfunctions that include acute and persistent insomnia, Circadian rhythm abnormalities, abnormal nightmares, excessive daytime sleepiness, and a post-traumatic sleep dysfunction, in addition to sleep complaints related to stress from the challenges of daily living with COVID-19 still spreading.

Healthcare FAQs: Are You Sleep Deprived?

Pre-Covid-19 statistics:

- More than 35% of Americans get less than 7 hours of sleep each night
- Between 60% and 76% of high school students are getting less than 8 hours of sleep on school nights
- Insufficient sleep and insomnia are more prevalent in women, with a greater risk for health problems.
- The U.S. Department of Transportation estimates that Drowsy driving was responsible for 90,000 crashes, 44,000 injuries, and more than 800 deaths in 2015.

Does lack of sleep or poor sleep quality affect one's health?

Poor sleep and sleep deprivation may result in short-term effects such as forgetfulness, slower reactions, irritability, and lack of motivation, just to name a few effects. Persistent lack of sleep according to the National Heart, Lung, and Blood Institute, is associated with health conditions such as heart disease, high blood pressure, diabetes, obesity, and even certain types of cancer.

How can I improve my sleep quality I am experiencing since the pandemic?

Expert recommendations include:

- Setting up a sleep schedule—wake-up time, wind-down time, bedtime. Wake-up time means getting out of bed without hitting the snooze button. Wind-down time is a relaxing transition to bedtime that could involve stretches, meditation, light reading, and getting ready for bed (putting on pj's, brushing teeth, etc.) Bedtime is lights out. For most



people, actually falling asleep may take some time.

- Getting out in the sun. Regular exposure to sunlight works to reset our biological clocks and helps us getting better sleep. Try getting at least a half-hour of sunlight daily, preferably in the morning.
- Getting enough exercise. Studies validate the positive effects of exercise to help you fall asleep faster and to get better sleep quality. There is less agreement on when to exercise. As for amount of exercise, studies show that 30 minutes of exercise can lead to improved sleep that same night.

Does taking a nap every day improve sleep quality?

Short naps—20-30 minutes—have been found not to adversely affect sleep quality and mental function. However, studies show that older adults who report taking naps have more frequent nighttime awakenings, daytime sleepiness, and reduced daytime well-being. There are no studies that show whether naps cause poor sleep or whether poor sleep causes individuals to nap.

To access additional information about healthy sleep habits, go to the National Institute of Health's website entitled "[Sleep Science and Sleep Disorders](#)" or "[Sleep Deprivation and Deficiency](#)."

Associated Administrators of Los Angeles



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>

Recently retired? Don't let your AALA membership lapse! For only \$45 per year, retirees continue receiving: the weekly Update via email or U.S. mail; updated Health Benefits information; updated information regarding LAUSD; hearing aids at group savings for members and extended family; voluntary insurance at group rates, including auto, homeowners, and others. You can make your one-time annual payment via check or credit card. Please contact Gloria Souquette at 213/484-2226 and continue to be part of the AALA family.

A Cool Pet is a Happy Pet

Keeping your pets safe during the hot summer months is simple to achieve by following a few simple tips. Doing so will give you peace of mind and will keep your beloved pet not only safe but happy as well.

Keep Water Available at All Times - Whether you're at home playing in your yard with your pet or out and about, make sure you always have cold, fresh water available at all times to avoid dehydration and to keep your pet cool.

Cool Down with a Pool or Sprinkler - For those pets who love to splash around or get sprayed with a hose, water bottle, or squirt gun, another option for pet owners to consider is purchasing a small kiddie pool for their pet to play in. Owners can also invest in a sprinkler or misting station that their pets can run through to cool off.

Protect Your Pets' Paws - Walking your pet on hot pavement can cause damage to their pads. While it's ideal to avoid the hot pavement during the hottest parts of the day, that isn't always possible. To make sure surfaces are okay to walk on, you should check the temperature by placing your hand on the surface to gauge how hot it is.

Don't Leave Pets Alone in Parked Cars - Even with windows open a crack, pets should never be left alone in a parked car as temperatures inside can soar quickly. Even when the temperatures outside the vehicle are



mild, the temperatures inside the vehicle can get significantly hotter; think 120 degrees or higher.

Avoid Midday Exercise - If temperatures are above 80° and the humidity is high, it's best to refrain from taking your pet for a walk or out for exercise. On days like those, it's best to take walks and exercise either in the early morning hours or later in the evening once the temperature and humidity levels drop.

Utilize Cooling Products Designed for Dogs - Like humans, dogs can benefit from cooling products, like cooling chest panels, cooling vests, and cooling pads and beds.

Avoid Dog Houses - Dog houses are not ideal for pets to use during the warm summer months due to the lack of airflow within them. Your pup should have access to a shady space with plenty of cold water nearby rather than leave them in a dog house.

Know the Signs of Heatstroke in Pets - The symptoms of heatstroke that pet owners should watch out for include the following:

Discomfort	Excessive salivating
Excessive panting	Vomiting and diarrhea
Disorientation	Seizures

If you notice your pet exhibiting any of the above symptoms, get them into a cooler environment as quickly as possible. Call your veterinarian to see if there are any further instructions you should follow.

Associated Administrators of Los Angeles



Managers with ninja-like abilities to pivot at a moments notice, strong fortitude to work long days with little sustenance, thrive in a fast-paced environment, and with an uncanny ability to be cordial under adverse circumstances.

According to the [Wallace Foundation](#), site administrators with strength in three primary skill areas (people, instruction, and management) lead schools to better student outcomes. All the while, the next crisis lurks around every school corner and even the best laid plans fall to the wayside when the “dailyness” of school life takes over (think medical emergency, an

All In a Day’s Work

unexpected parent call or visit, an email demanding a task be completed by the end of the day, and so on.)

The only people that truly appreciate a school site administrator’s work day are those who have sat in the same proverbial chair. It is a juggling act that on the best of days appears seamless to the untrained eye but can quickly unravel if tasks are not planned out, and there is no automaticity to the handling of unforeseen challenges.

Towards the end of last school year, [Education Week](#) asked two site administrators to keep a detailed diary of one work day, labelling work-related events as planned or unplanned. While both schedules reflected planned tasks (like attending meetings, visiting classrooms, teacher evaluations), there were an inordinate number of unplanned tasks that may have required more time to attend to than planned tasks.

One principal lists, “get a concerned call from our SRO [School Resource Officer] that a student, who was possibly hurt. Student had bandages on his hands and when approached about it didn’t go into much detail. I let SRO know that I will be calling the students’ parent to check on him.” “Call the parent of student who appeared to be injured. Everything is OK, and the parent is aware of the situation, which is no longer serious.” This was a secondary principal with a safety officer on campus.

In LAUSD’s reality elementary schools do not have this type of support. How much time does investigating the welfare of a student take? What is set aside to attend to such an emergency? Does your duty-free lunch evaporate? Or a time-sensitive report you were working on get pushed to the evening?

The same principal dealt with 2 black snakes later in the day. While the latter disruption was more of a nuisance, it could have quickly devolved to a crisis had a student or staff member been bitten by the snake. There were fifteen work-related disruptions. And as principals well know, any disruption requires time to refocus back to the task at hand.

The elementary principal’s schedule fared no better, with seven unplanned work-related disruptions. This principal’s work day began at 6:50 a.m. and ended at 8:00 p.m., with a 15 minute lunch tucked in there. This principal listed, “Review legal paperwork brought by a parent that changed their custody agreement. Call the other parent to let them know we had received this new documentation.” How many times are principals left to interpret custody papers and handle angry parents?

What about the time spent moving furniture for events, or signing awards and certificates because a wet signature is more personal than a stamped signature, or listening to a staff member share personal struggles? Each is important. Each pulls principals’ focus away from better student outcomes. And each action takes a toll because at the end of the day, everything needs to get done.

Yes principals chose this career, and for many it is a calling. However, they still have the same basic needs as the rest of us. This includes the ability to decompress after a long day without having to bring work home. Spending quality time with family and friends. Enjoying a book, a movie or meals without work interruptions, including a duty-free lunch. Getting uninterrupted 7-8 hours of sleep nightly (see Healthcare FAQs). More importantly, being fairly compensated for a job that extends way beyond forty hours a week.

Associated Administrators of Los Angeles

SUBSIDY AWARD FOR TEACHERS INTERESTED IN PURSUING NATIONAL BOARD CERTIFICATION

The California National Board for Professional Teaching Standards (NBPTS) is offering a Candidate Subsidy Award to teachers interested in initiating the process to become National Board Certified Teachers in the 2022-23 National Board cycle. Interested teachers are invited to attend the California NBPTS Candidate Subsidy Informational Webinar on **September 13, 2022**, from 4:00-5:00 p.m. The webinar will provide an overview of the National Board Certification process, the subsidy application process, as well as information about the California subsidy available to teachers in high-priority schools. For questions, contact the Teacher and Leader Policy Office via email at NBCT@cde.ca.gov or call (916) 445-7331.

Webinar Registration Link:

https://nbpts.zoom.us/webinar/register/WN_LOSl4j8TEOOygOhuMH4SA

ASSIGNMENT MONITORING 2022-2023

All school sites will be monitored for appropriate assignments during the 2022-2023 school year. School site administrators must ensure teachers are appropriately assigned to classes for which they hold a legal authorization. If principals have teachers working under an Education Code option (Middle School Authorization, Local Assignment Option, Board Permit, One Period Coach Authorization, Teacher Consent Form for True Electives, Alternative Setting Teacher Consent Form, etc.), and plan to continue to use these options this school year, a new request must be submitted by August 31st to avoid a mis-assignment. A [Credentials and Contract Specialist](#) may be contacted for additional questions. Current forms may be accessed here: <https://achieve.lausd.net/Page/1542>.

EDUCATOR DEVELOPMENT AND SUPPORT

Rostering UTLA-Represented Staff for Evaluation In 2022-2023

The contractual deadline for notifying UTLA-represented staff of evaluation is September 16, 2022. School site administrators may roster staff for evaluation on MyPGS by marking the employee



Required for 22-23 on the staff roster. Non-permanent staff (assigned on August 1 or earlier) and staff with a prior below standard evaluation have already been assigned. Non-school administrators who do not have access to a staff roster on MyPGS may learn more about the evaluation process in the Non-School Evaluator Getting Started Guide.

EDST Office Hours for Administrators and Teachers

Weekly EDST office hours are available on Fridays from 2:00 – 4:00 p.m. Staff will assist administrators and teachers with all phases of the teacher observation and evaluation cycle and offer technical support. You may join office hours using the following link: <https://lausd.zoom.us/j/86108706782>

Administrator Evaluation Timelines

TIMEFRAME	ACTIVITY	DUE DATE
August - September	Initial Growth Planning (Contractual Deadline – Article 7 2.0)	<ul style="list-style-type: none">A Basis: 8/5/22E Basis: 8/26/22B Basis: 9/1/22
August - September	Initial Growth Planning Conference (Contractual Deadline – Article 7 2.0)	<ul style="list-style-type: none">A Basis: 8/19/22E Basis: 9/9/22B Basis: 9/16/22

Introduction to EDSSL

The Human Resources Division invites all principals and assistant principals who are scheduled for evaluation to participate in EDSSL 101 to learn about the *School Leadership Framework* and the *Educator Development and Support: School Leaders* (EDSSL) process.

Associated Administrators of Los Angeles

HR UPDATES FROM PAGE 6

Registration is available via [My Professional Learning Network](#) (keyword: EDSSL 101), select “Introduction to EDSSL Webinar”, and select your preferred date and time.

EDSSL Observer Certification

EDSSL Observer Certification prepares principals and principal supervisors to observe, support, and evaluate principals and assistant principals. If you will be evaluating a principal or assistant principal and have not participated in the 2.5-day Observer Certification, please register on MyPLN. Registration is available via [My Professional Learning Network](#) (keyword: EDSSL Certification), and select your preferred date and time.

If you have further questions, please contact [Heather Lower Lowe](#).



Alison Yoshimoto-Towery Selected to Lead the UC-CSU California Collaborative for Neurodiversity and Learning

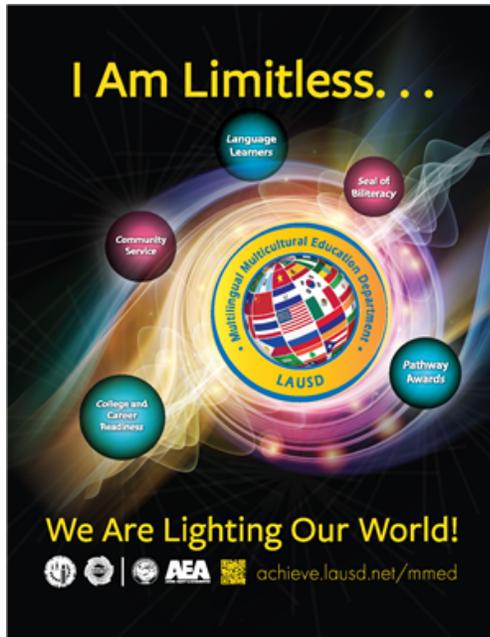
Earlier this week, the UCLA School of Education & Information Studies announced the addition of Alison Yoshimoto-Towery to their ranks, noting that - *former LAUSD chief academic officer to oversee statewide efforts to improve academic and personal success for neurodiverse and underrepresented students.*

Alison Yoshimoto-Towery (M.A. Education, UCLA, 2004) has been selected as executive director of the UC-CSU California Collaborative for Neurodiversity and Learning. In this role, she will oversee and coordinate a statewide hub of activities and resources developed by leading researchers, UC and CSU teacher education programs, and partnering districts and schools to advance learning for neurodiverse students, which will ultimately support better educational opportunities for all children. Most recently, Yoshimoto-Towery has served as chief academic officer for the Los Angeles Unified School District (LAUSD).

AAALA recognizes the loss of an instructional ally. At the same time, this is an enormous gain for the children and schools across the state of California!



Congratulations!



MMED Announcements

literature and professional books. The selections are the foundation for the professional learning experiences created by MMED. Participants will be compensated for their time.

K – 12 Journey to Multilingualism Awards Grade Span: All K-12

As we start the 2022-2023 school year, the Multicultural Multilingual Education Department would like to facilitate your school community's preparation leading up to this year's K-12 Journey to Multilingualism Awards. All students, regardless of Master Plan Program, who have reached a certain degree of proficiency in both English and a language other than English (LOTE) are eligible for recognition. This opportunity is not limited to students enrolled in Dual Language programs, nor to those who are taking world language secondary classes, but is open to all. We encourage you to offer the opportunity to all the families we serve, as they foster languages other than English at home.

The following materials are included to notify teachers and families of upcoming informational opportunities and trainings:

- Family Informational Workshop Virtual Meetings flyer (English and Spanish)
- Teacher Virtual Trainings flyer
- K-12 Journey to Multilingualism Awards Informational Video

Help us create awareness!

English Family Flyer https://drive.google.com/file/d/18j3cPh5y7_zwLdeyAiTkvnQ5Ou4PqzIN/view?usp=sharing

Spanish Family Flyer: https://drive.google.com/file/d/1iOVIVzGDpvAe6fOrdDJ_lmGUeONkw9lF/view?usp=sharing

Teacher Flyer: https://drive.google.com/file/d/10YqobIQygsUrEy8_p7xEQTVk4jHLmCP2/view?usp=sharing

TK-12 STARSS Leadership Fellowship For Title III Coaches and EL Designees

MMED will launch the 2022-23 TK-12 STARSS Leadership Fellowship For Title III Coaches and EL Designees on Saturday, October 8, 2022 (8:30am-11:30am) at Sotomayor Arts and Sciences Magnet (MPR). We encourage school teams to attend to collaborate with schools across the district. Participants will be compensated for their time.

<https://drive.google.com/file/d/1vTaR6JbWvHLKOT9D7FkeaRd5zu8s7uNG/view>

TK-12 English Language Development (ELD) Foundations Virtual Professional Development for New Teachers

This professional development will provide New teachers the ELD Foundations needed in order to implement highly effective instruction in a Comprehensive ELD Program. Participants will be compensated for their time.

https://drive.google.com/file/d/1rbdvG2sBvMiWF2cGoOh5WNBx6V_CD89Z/view

TK-12 Book Club: Professional and Literary Texts

MMED will launch a virtual book club on Wednesday, September 28, 2022 (4:00pm-5:00pm). Participants will have an opportunity to engage with colleagues district-wide on intellectually stimulating discussions about

Associated Administrators of Los Angeles In Memoriam

GAIL CLARK SWAN (CAZENAVE/BEASLEY) - Former Principal of Canfield Avenue, Reseda Elementary, Topanga Charter, Melvin Avenue and Broadacres Elementary Schools; Assistant Principal at Normandie Avenue, Ninety-Fifth Street, and Trinity Street Elementary Schools. Ms. Swan left the district in 1992 and passed away August 5, 2022. Funeral services will be held on Tuesday, September 6, 2022, 1:30 p.m., Inglewood Park Cemetery Grace Chapel.



***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.



The UCLA Principal Leadership Institute (PLI) invites aspiring administrators and teacher leaders to apply for the 2023-2024 cohort of social justice educators. We offer a Tier I Administrative Services Credential and Master of Education. The program starts in June 2023 and ends in August 2024. Scholarships are available to assist with tuition fees. Explore our website at www.uclapli.org for more information about PLI and register for one of our upcoming face-to-face or online information sessions. Upcoming sessions will be held on **Wednesday, August 31st from 6-8PM, Saturday, September 17th from 9-11AM, Monday, September 19th from 4-5:30PM, and Wednesday, October 12th from 4-5:30PM.** To register for one of these sessions, or future information sessions, please visit www.uclapli.org. The application deadline is February 1, 2023. For additional information, contact Nataly Birch at birch@gseis.ucla.edu.

Associated Administrators of Los Angeles Interest Groups - News You Can Use



California ASCD invites you to a
FREE Webinar September 29, 2022
"Too Many Standards, Not Enough Time"
Dr. Douglas Reeves



Description: In this interactive professional learning seminar, Dr. Reeves will address one of the greatest concerns of teachers and leaders: "How can I possibly cover everything?" Our research suggests that Power Standards are the best way to provide the curriculum, instruction, and assessment for what matters most. As a result of this seminar, participants will have a clear process for focusing on the most important standards and assessing student work compared to these standards.

Link to Register: <https://us06web.zoom.us/meeting/register/tZcocu6rqjMtHtCM-LTAFPecCSDirIfcnr0s>

After registering, you will receive a confirmation email containing information about joining the meeting. Our facilitator will be Dr. Douglas Reeves, the author of more than forty books including, most recently, **Achieving Equity and Excellence** (2020).

**COUNCIL OF MEXICAN AMERICAN
ADMINISTRATORS**



**RSVP REQUIRED BY 9/9 | NO REGISTRATION AT THE DOOR
5:00 - 7:00 | \$20 (MEMBERS & NON-MEMBERS)
PAYMENT WILL BE DUE AT THE DOOR**

LUMINARIAS - 3500 W. RAMONA BLVD, MONTEREY PARK

QUESTIONS: EMAIL AXC7702@LAUSD.NET

RSVP LINK:

[HTTPS://FORMS.GLE/3M1JMWD232K9YXHC9](https://forms.gle/3M1JMWD232K9YXHC9)

**LEADERSHIP IS A CALLING,
WE ARE YOUR PARTNER**

Doctor of Education in Leadership, Curriculum, and Instruction (EdD)

Our EdD program investigates the changing landscape of education. We assist working professionals to identify problems and find high-quality solutions that promote positive organizational culture and results-driven growth. Westcliff emphasizes the importance of contributions to the field of education by synthesizing research, honing leadership skills, and redefining curriculum and instruction.

START YOUR APPLICATION TODAY! [LEARN MORE AT WESTCLIFF.EDU](https://www.westcliff.edu)

