

NOVEMBER 21, 2022

UPDATE



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Challenges to Being Joyful and Well at Work!

What follows are AALA President Nery Paiz' remarks to the Superintendent and Board on Tuesday afternoon.

Our members are drowning and unable to stay afloat amidst the myriad of mandates from Beaudry, and additional demands from the local districts even when the superintendents know schools have different challenges. Regardless, they expect the same from all schools without providing differentiated support.

Just as the Acceleration Day footprint has changed, so should the guidance and expectations. What supports is the district providing? The additional one-hour being provided for administrators to "plan" for each day makes you wonder what can be accomplished with the one-hour if you will now have students and staff from your school and neighboring schools to accelerate. And how is the conversation going regarding Special Education students with severe needs, services, and protocols that are not from the resident school? How will attendance be taken? What if a student's information isn't easily accessible in case of an emergency? How are teachers from other schools going to be seamlessly accommodated?

Another million dollar question is how schools will be better served in the upcoming four region model? As of today, there are more questions than answers. As partners, we should know by now especially if buy-in and collaboration is an expectation. Top-down mandates that smother and blindside us are rarely

CHALLENGES>> PAGE 2

AALA Representative Assembly Meeting Monday, December 5, 2022 at Casa Italiana, 1039 N. Broadway, Los Angeles, CA 90012. Contact us at (213) 484-2226 or gpivaral@aala.us for more information. Click [HERE](#) to RSVP.

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CHALLENGES FROM PAGE 1

successful or good for morale. The four regions need to be supportive and take work off the plate. We also expect clear, cohesive communication about the moves; and that they will be shared with AALA and its members before the press.

Joy and wellness is not being experienced by our Unit J members since September 3. Overtime hours have been accumulated, taking a vacation is a foreign concept to them while long hours daily and being continuously short staffed is the menu of the day. AALA has proposed to Labor Relations an MOU to allow for IT members to be treated fairly and equitably. I look forward to a speedy resolution on their behalf.

Our School Support Administrators are not far behind. Historically, they have received the short end of the stick during every reorganization because they do not have permanency. School Support Administrators want to know how many positions they hold in this current six local district model. More importantly, they want to know today how many positions there will be for School Support Administrators in the four region model

Yes, there is progress happening, learning gains, improved attendance AND more can be accomplished if ALL LDs and Beaudry organize for effort and cohesiveness to better support every school community.

In this season of Thanksgiving, I thank and applaud all AALA members for their daily work to support students, staff, and families!



Unit J Negotiations Update

The Unit J bargaining team submitted proposals to the district. AALA commends Walter Contreras, Manny Montenegro, Dave Montes, Lisa Marine for their tireless input and contributions!



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 AALA's easy form: <https://docs.google.com/forms/d/e/1FAIpQLSdTTpn6QRag1mkFhGP7ojIzhmoeHn7urLOKfp6Nz4TSWVf7Lw/viewform>

Questions? Payroll questions: payrollsupport@lausd.net

HR questions: askhr@lausd.net

Open Enrollment - October 24 - November 20

NO UPDATE NEXT WEEK! The next Update will be published on December 1, 2022.

in all
THINGS
give
THANKS

Healthcare FAQs - When Did You Last Check For Safety Hazards in Your Home?

According to the National Safety Council (NSC), in 2020 alone, 33.8 million people were medically treated for “nonintentional” home injuries, while another 113,600 individuals died from injuries in the home and community. The top causes of these deaths were poisoning (62%) and falls (25%). The remaining causes, in smaller percentages, included choking, drowning, death by flame or smoke, mechanical suffocation, and others. All nonintentional injuries were and are preventable!

Is there a breakdown in types of injuries by age groups?

Yes. For infants, suffocation; for children, falls at home, then injury by mechanical force, and poisoning; for young adults to people in their 50’s, poisoning, mostly from opioid overdose and poisonous mixing of medications; and for those 65 years and older, injuries and fractures from falls.

What are common safety hazards I can check for and correct in my home?

To Prevent Falls –

- Stairs (indoors and outdoors) – Make sure stairs are well lit, and not slippery under sock feet. If slippery, install nonslip treads. If you have a crawling infant and/or toddlers in your home with a staircase, place safety gates at each end of the staircase.
- Bathroom – Use nonskid bathroom mats on floor, rubber mats in tub and shower; install grab bars.
- Keep sturdy step stools handy for accessing high cabinets.
- Check for electrical cords and other obstructions on floors that may cause trips and falls.
- Keep floors uncluttered and dry.

To Prevent Poisoning –

- Read medication information carefully; Do not mix medications without checking for potential interactions.
- Store medicines and vitamins out of children’s reach in locked cabinets.
- Store cleaning products out of children’s reach.
- Keep household cleaners in their original containers and not transferred to food/drink containers.

- Do not wash meat, poultry, or eggs.
- Install carbon monoxide detectors.
- Lock up batteries—they pose poisoning and choking risks if placed in mouth.

To Prevent Other Home Injuries –

- Choking – Check small toys and stuffed animals for small objects that may be bitten or pulled off. Remove strings or cords on objects that can cause strangulation. Cut and tie down looped window cord ends. Teach children to chew food well and not swallow large chunks of food. Cut up food into bite size pieces for very young children.
- Suffocation - Keep plastic bags out of children’s reach. Put locks on airtight containers, where small children can crawl in and get stuck. Check crib mattress side spaces where infants can get stuck. Do not put soft items such as pillows and blankets in the crib of a baby under one year of age.
- Drowning – When bathing babies and toddlers, never leave them alone in the tub, even in the lowest amount of water. Make sure your pool has a four-sided fence with self-closing, lockable gates. Replace pool drain covers if broken or loose—they have powerful suction that can keep children, and even adults, underwater.
- Mechanical Force Injury – Stabilize and mount furniture and objects such as dressers, bookcases, mirrors, and other tippable furniture, to wall.
- Burns, Fires, and Electrocutation- Adjust water heater thermostat to 120° to avoid scalding. You can also install a thermostatic or pressure-balanced shower/bath valve. Use back burners when cooking and cover stove knobs if within reach of toddlers and young children. Maintain smoke alarms. Keep electrical devices unplugged and out of reach by young children, especially in the bathroom and kitchen.

For additional resources, click on the following links:

[Child Safety](#), National Safety Council,
[Falls and Fractures in Older Adults: Causes and Prevention](#), National Institute on Aging

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Around the District

A well-deserved shout out to Principal **Queena Kim** and her teacher leaders! The UCLA Community School, an LAUSD Pilot School, received the 2022 Teacher-Powered Schools Extraordinary Achievement Award. They were presented with the award at the Teacher-Powered Conference in Minneapolis earlier this month. UCLA-CS is a special place, and its work with students and staff is outstanding. The team was honored because of their teacherpowered autonomies and practices to create student-centered learning for all students and their commitment to sharing power with students, families, and educators at the site.



The Office of Homeless Education partnered with Operation School Bell and Universal Studios, hosting 280 students experiencing homelessness from 54 schools for a day of giving and frolic at Universal Studios. Students received shoes, backpacks, and more, spending the afternoon enjoying the park! Kudos to AALA members Dr. **Denise Miranda** and **Araceli Gonzalez** for coordinating this event for our most vulnerable students!



The Homeless Education Office (HEO) was designed to provide assistance to homeless students and families in compliance with the McKinney Vento Homeless Assistance Act, an integral part of No Child Left Behind. The HEO personnel work in collaboration with school personnel and community service agencies in an effort to maximize access to various educational, social and enrichment programs which promote academic success and student achievement.

Associated Administrators of Los Angeles Around the District



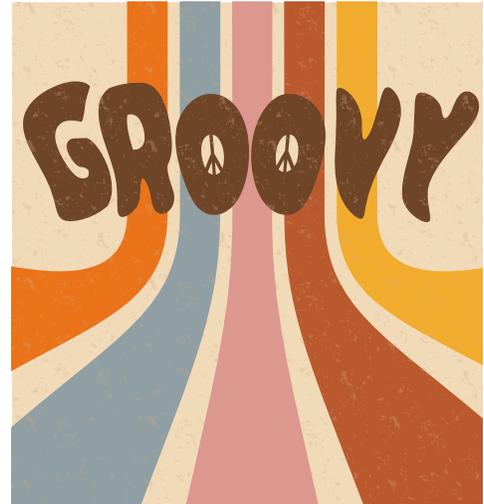
ALA would like to recognize Principal **Regina Myles** and Baldwin Hills Elementary, an LAUSD Pilot School, for being highlighted by UCLA's Center for the Transformation of Schools report and webinar "Bright Spots: Schools and Organizations Cultivating Black Youth Excellence in Los Angeles."



Party Time For Arleta Principal Jonathan Hayes!

Jonathan Hayes has been working with the Los Angeles Unified School District for 36 years. He enjoyed implementing his teaching craft to the students at Garfield High School and Sylmar High Math & Science Magnet. He was promoted to Assistant Principal at Fulton College Prep, Verdugo Hills High School and Arleta High School. He was then promoted to serve the last 4 years as Principal of Arleta High School. Mr. Hayes has cherished every minute of his service to students and staff at the above schools. We wish him the best and thank him for his dedication.

Dust off your polyester suits, bell bottoms, mohair jackets and platform shoes! Join Jonathan Hayes and the Arleta family at a **1970's themed** send off! Click [HERE](#) to reserve your seat.



DATE CORRECTION - California League of Educators Educator of the Year Teacher Recognition for High and Middle School Educators

This event will take place at the Lovely Woodland Hills Country Club on **December 7, 2022**. Support the League with your Generous support of this event as you have in the past. The Link to Educator of the year nomination page is below. We are Region 8. [California League of Schools | Educator of the Year \(leagueofeducators.org\)](https://leagueofeducators.org)



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Watch Out For Con Artists Trying to Scam You!

The end of the year opens you to both charity and other scams. Recognizing that con artists exploit the vulnerable, AARP published an [article](#) on common fraud tactics. Know the signs and protect yourself by not interacting or hanging up. Recognize the ruse!

1. I am just like you! Scammers have some tidbits of information about you and exploit it to get more information from you. Whether it is a loss you are grieving, or a group affiliation (political, religious, service), they lower your guard. If you do not know the person, do not interact!

2. You better act fast! Lottery officials do not call winners, they wait for winners to come forward. And, no sweepstakes asks you to pay upfront to receive your prize. If you are being offered services, ask for something in writing first. Do not be pressured into making an instantaneous decision, especially when it involves your paying!

3. You are so knowledgeable! Scammers use flattery to lower your guard. Praising your intelligence is just their form of killing you with kindness (e.g., *you've done a great job handling your finances during a rocky market*). How did this person form this opinion? If it involves finances, thank them for the information and let them know you will consult with your financial advisor.

4. Your accounts are compromised! Whenever there is a security breach, businesses reach out to customers in writing and offer monitoring services free of charge. They NEVER call you! When in doubt, call the business itself and ask if they had a security breach, and if it involved your information. NEVER pay for anything over the phone!

5. I am in trouble, please help! This is one has been going on for years. They usually call in the middle of the night and rudely awake you. When you are groggy, emotion can take over cognitive thinking. Just get off the phone as quickly as possible and DO NOT send money. If you are in doubt, call your loved ones to confirm their safety. Keep in mind, bail is handled in person, crashes and towing is usually covered by insurance companies.

6. I am so attracted to you! This is the oldest scam of all! Romance is the perfect cover for fraud. Watch out,

all they want is your information. Ask yourself, why did this person reach out to you? Did they use a social media platform? Have you ever met this person or is it all phone or text chat? Shield your information!

7. Pay up or else! Any time you receive a call related to a fine or a threat, hang up! Whether it is for failure to serve jury duty, to an unpaid ticket or the IRS, they all communicate with you in writing. If it is a collections agency, tell them to send the information in writing and hang up. Disregard the caller ID as scammers spoof these too!

As a **reminder**, avoid becoming a victim of holiday charity scams:

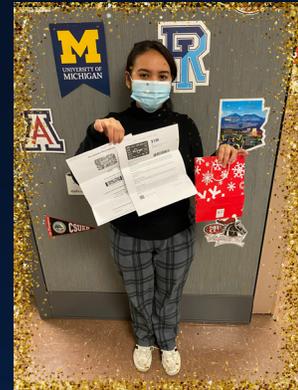
- Donate to trusted, well-known charities. Beware of scammers who create fake charities. Always verify a charity's legitimacy through its official website. If you have doubts, you can check with [Better Business Bureau's Wise Giving Alliance](#), [Charity Navigator](#), [Charity Watch](#), or [GuideStar](#).
- Check with the [National Association of State Charity Officials](#) on whether charities must be registered in your state and, if so, whether the charities contacting you are registered.
- Verify all phone numbers for charities. If you need to contact a charity by phone or using text-to-donate, check the charity's official website to see if the number you have is legitimate.
- Do not open suspicious emails. If you receive a suspicious email requesting donations or other assistance, do not click on any links or open any attachments. Scammers regularly use email for phishing attacks and to spread malware.
- Verify information in online solicitations. Double-check any social media solicitation for charitable donations before you give. Crowd-funding websites often host individual requests for help, but they [are not always vetted](#) by the site or other sources to ensure legitimacy.

Scammers can be very convincing. We advise that you play it safe and hang up on unsolicited calls seeking donations or requesting personal information to "update records." Learn more about how you can avoid spoofing scams at fcc.gov/spoofing.

Associated Administrators of Los Angeles

15th Annual Sponsor A Family 2022

The Homeless Education Office is seeking sponsors!
Help bring the magic of the season to our
families experiencing homelessness.



Get together with friends, family or coworkers
and share joy with others in need.

To register, visit: <https://tinyurl.com/2022HEOSAF>



Homeless Education Office
<https://achieve.lausd.net/Page/12911>
Student Support Programs
<https://achieve.lausd.net/studentssupportprograms>
Office: 213-202-7581



CLICK [HERE](#) FOR SPONSOR A FAMILY GUIDELINES

Associated Administrators of Los Angeles

Host Schools Wanted for Student Teachers for Second Semester

Human Resources is seeking school sites who are interested in hosting student teachers for the second semester. Hosting student teachers is an excellent way to observe and recruit new teachers for the upcoming school year. Interested schools may contact Antonio Amparan at ala4629@lausd.net.

Substitute Educators Appreciation Day – November 18, 2022

Los Angeles Unified salutes all our substitute educators and thanks them for all their hard work. They ensure the continuation of the instructional program in the absence of the teacher of record. 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 and throughout the year.

Substitute Teacher Support

In response to the demand for substitute teacher coverage, Human Resources would like school leaders to consider the following:

- Make all efforts to submit substitute requests well in advance of planned absences such as field trips and professional development,
- Avoid scheduling professional development, which requires substitute coverage, on Mondays, Fridays, or a day before or after a long weekend,
- Create and/or update a preferred substitute call list.

Below are some strategies to help school leaders make their school an attractive place for substitutes:

- **Create a welcoming environment**

When substitutes arrive to school, they should receive a friendly greeting in the main office. They should be provided with pertinent information about the campus, and staff should make an effort to acknowledge them and offer assistance if needed.



- **Provide substitute binders and lesson plans**
Ask teachers to create substitute binders that are updated throughout the year which include classroom information, classroom management procedures, and lesson plans. If the absence is unplanned and no lesson plan is available, the binders can include where to find lessons or suggested activities for the students.
- **Include substitutes in professional development opportunities**
Schools with preferred substitute teachers should consider inviting them to participate in professional development opportunities on campus. This provides the substitute with opportunities to develop important skills, learn about a school's priority areas, and be more prepared to enter the classroom.
- **Check in on the substitute**
School leaders should let the substitute know that they will check in on the classroom during the day. This is not to evaluate the substitute, but rather a way to communicate support for the substitute and to deter student misbehavior.

Use AmazonSmile and Fund AALA Scholarships!

You can support your favorite charity through AmazonSmile, a special Amazon program that donates 0.5% of eligible purchases to designated non-profit organizations. On your first visit to AmazonSmile (<https://smile.amazon.com>), you will be asked to select a charity of your choice. AALA urges its members and friends to designate Friends of AALA to receive a donation and help fund the scholarships we provide each spring to graduating LAUSD students. This year, AALA awarded a total of 52 scholarships! Bookmark [AmazonSmile](#) and go there every time you make an Amazon purchase. Don't think you will make a difference? Look at how much has been raised without doing anything other than signing on using the smile.amazon.com link!





The Personnel Commission
Announces Our Next

Virtual Drop-In Meetings

Friday, November 18 & December 16
3:15 - 4:15 pm

An opportunity for principals to
discuss their school staffing
needs with the PC
management team including:

- Assistance with school site recruitments
- Assistance with filling vacancies
- Answers to questions regarding promotions, transfers, leaves
- Check on status of any unresolved personnel matters
- Obtain advice on overall classified staffing strategies
- Real-time assistance

[Use This Link To
Pre-Register](#)

[Use This Link To
Join The Meeting](#)



Associated Administrators of Los Angeles In Memoriam

DR. SIDNEY BRICKMAN - Dr. Brickman was a former assistant principal of Carson HS, former principal of Locke HS and in 1974 became an Area Superintendent. He retired June 30, 1989 and passed away November 12, 2022. Donations may be made to Temple Beth El (bethelsp.org) in his memory.

ALBERT FASANI - Mr. Fasani served as assistant principal of Meyler Street School and Lomita Fundamental Magnet School, principal of Lomita Fundamental Magnet and Taper Avenue School. Later in his career, Mr. Fasani became Coordinator for Staff Relations. Mr. Fasani was a founding member of AEIOU (American Educators of Italian Origin United) a non-profit that provided Italian language and opera scholarships to LAUSD students for over 40 years. He retired January 2001, later joining AALA as a Field Representative. Mr. Fasani passed away November 15, 2022. Funeral services information forthcoming.

JESSE FLORES - Mr. Flores served in Psychological Services as school psychologist, Senior School Psychologist, Specialist and Coordinator from 1979 to 2015, retiring in 2015. He passed away on October 29, 2022. Mr. Flores' funeral mass (Our Lady of Lourdes Church, Tujunga) and burial took place at Forest Lawn Hollywood Hills on November 11, 2022.



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.

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.

YOUR GENEROSITY FUNDS DREAMS

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



2022 LEADERSHIP SYMPOSIUM

LOS ANGELES UNIFIED SCHOOL DISTRICT



Andres Chait



Michael Romero



Dr. Frances Baez

RECOGNIZING AND LEADING SUCCESS TODAY!



Dr. Adaina Brown



Dr. David Baca



Jose Huerta

November 30, 2022 (Wed.) 5:00 pm

\$15 (dinner) AAPA members that RSVP by 11/23rd.

\$20 for AAPA members that don't RSVP.

\$25 for non-AAPA members

but it's free if you sign up for membership.

Golden Dragon Restaurant

960 N. Broadway, L.A. 90012



Register now

<https://forms.gle/nDVKtfjZDabswk2N6>

Questions: leelee.chou@lausd.net

CMAA
WINTER SOCIAL

NEW DATE

5:30 - NO HOST BAR

6:30 - DINNER

DANCING TO FOLLOW

FREE FOR MEMBERS

NON-MEMBERS - \$40

NO REGISTRATION AT THE DOOR

DEC | 9 | 5:30-10:00

CATHEDRAL PLAZA

555 W. TEMPLE STREET

***ALL GUESTS MUST RSVP BY 12/4/22**

[HTTPS://FORMS.GLE/ZTUPZ71F2Q6ZNAWX9](https://forms.gle/ZTUPZ71F2Q6ZNAWX9)

