



UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF SEPTEMBER 18, 2023

BEYOND BURNOUT

Almost daily, AALA members seek respite from the untenable crush of district mandates. It is high time the District's senior staff and Board members heed the voices from the field! As this administrator pointedly highlights, **Where is the social emotional learning for site administrators?** This also begs the question, has senior staff walked in the proverbial shoes of a school or office based front-line manager for more than a hot minute?

There is an enormous disconnect between District expectations and the ability of site administrators to deliver without the costly physical or mental toll that comes from stress. Worst yet, there is the lack of sensitivity and disrespect from what happens in the field minute to minute. The nonsense of refining and doing mid-course corrections to horses that have left the barn must stop! Those answering to the superintendent on contracts (non-AALA members) must tell the top brass the "Emperor has no clothes" and exercise their professional courage muscle and say no to the unrealistic demands coming from the top rather than rolling over, calling members to virtual meetings with cheerful faces and accolades, followed by "We don't care you've already submitted the plan as due. Simply change it because central said so, I need my contract renewed, and I don't care that I'm wasting your time! Just do it!"

As we all are aware, the job of Principal has become very challenging. Each year we think it can't possibly get any worse, but it keeps becoming close to impossible to complete our jobs in an effective manner. Principals take on this job because we care about children and want to be

*instructional leaders for our teachers. Sadly, the constant demands for reports, plans, paperwork, meetings and more, makes it impossible to even leave our computers. If we do take a few minutes to spend on the playground, or in classrooms, it's results in more tasks that we need to do in the evenings and weekends during non-paid time. We are exhausted. **We are burnt out in the first 3 weeks of the school year.** It affects our health, our well-being and our families. **There is a push for social emotional learning for our students, but what about for us?** How can we possibly take care of ourselves with so much on our plates?*

We left the Principals Meeting last week with the following tasks to complete:

- *Supervision Plan*
- *Attendance Plan*
- *E-Car Completion*
- *ISSP*
- *Educator Effectiveness Plan*
- *Informal Observations*
- *EDST Conferences*

*So much of this is just busy work. For example, why do we need to spend hours logging our chronically absent students with their full name, ID number, last year's attendance data, current data, etc. when this is all available on the multiple platforms that LAUSD uses to collect this very data? Busy work! **Aren't we told to not***



ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF SEPTEMBER 18, 2023

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AALA STAFF:

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Dan Isaacs

Steve Quon

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BURNOUT FROM PAGE 1

give students busy work, but to give them meaningful assignments?

Why can't the school or principals not meeting benchmarks be provided the support they need, rather than punishing everyone? If we have acceptable attendance, or a solid supervision plan, why do we need to spend valuable time writing yet another plan? Accountability is great, but those of us who meet our deadlines, have outstanding data, etc. should be left alone. The mandates, expectations, accountability and requests for busy work are in fact making us less effective administrators. Isn't that the opposite of the purpose? How about the higher ups use the PDSA cycle to identify where the needs are. We are asked to differentiate instruction for students and teachers, but what about for principals?

These asks are not reasonable, especially for those single site administrators, many of who get paid tremendously less than schools with higher enrollment who receive MORE support. We [single site administrators] may not have people to step up as EB Coordinator, Testing Coordinator, Gate Coordinator, ELLP, Data Champion,

CAP Champion, etc. So what are we told to do? Put our own names down. How is there possibly time to complete these tasks?

Isn't our PD plan supposed to be geared towards the needs of our school? We now are dictated what PDs we need to deliver, on top of the monthly safety trainings we are supposed to deliver to parents, students and staff. When do we get to focus on the needs of our individual schools so that we can put plans in place to focus our energies to the areas identified as needs?

*I am an 18 year administrator. I used to love my job but the things that I love about it are becoming far and few between. I rarely see children, it's challenging to find time to support my teachers. 90% of my time is spent completing mundane district requirements or dealing with operational issues. I would retire tomorrow if the state would allow me to but I'm stuck. It's not only principals that suffer. It's our entire community. When we can't give them 100% and focus on the areas that our individual schools need, it's the students, teachers and community that suffer. Not to mention our own well-being. **Enough is enough!***

DO AS I SAY, NOT AS I DO

If you are an LA Times subscriber you probably read Howard Blume's **long overdue exposé** on district graft at the highest levels, [\\$750,000 in overtime: How a group of LAUSD employees abused extra-pay practices](#). Graft that happened not at schools or by site administrators, mind you. The **system failed our members** by not providing adequate checks and balances related to Extra Duty Pay (EDP).

Moreover, **it appears one of the superintendent's senior cabinet members used their position to benefit allies** and seemingly ignored or disregarded the district's policy on EDP.

What remains certain is **the lack of ethical management and oversight by some senior cabinet members has made it next to impossible for legitimate extra duty hours to be approved.**

This is genuinely a story of some paying for the sins of others. The topic of Extra Duty Pay and making it an above board and seamless authorization process was at the heart of the association's bargaining discussions during the recently completed negotiations. The District's response was to re-issue guidance which only makes it next to impossible for EDP to be approved while insisting administrators have to work above and beyond their work day and work week with no additional compensation that has been earned and deserved.

The District can make this right by ensuring all regions are using the same metrics when approving EDP and by holding non-AALA members accountable for its implementation or lack thereof.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES



#UNION STRONG

NERY, WHAT ARE YOU DOING AS OUR PRESIDENT TO HELP WITH OUR CONCERNS?

President Paiz is regularly meeting with Board members, Senior staff, and the Superintendent to voice and elevate concerns affecting members all across the district. **President Paiz** receives input from emails, calls, texts, and conversations at different work locations during his visits to hear the "voices from the field". Topics raised are being discussed to improve and ameliorate working conditions for schools and allow administrators to lead and improve instruction, including: EDP; workload; operations modules to be delivered to staff and students; Procurement process delaying programs for schools at all levels; being notified this week about covering salary increases with the current budget. Additionally, **President Paiz has emailed Superintendent Carvalho and Board President Goldberg to request compensation for Sunday, 8/20.**



NEED ASSISTANCE FROM AALA?

Whether you need assistance with membership, have a question or need representation, AALA's staff is available to assist you! The office is open Monday to Friday 7:30 am to 4:00 pm (213/484-2226) or you can email office@aala.us 24/7.

ARE YOU A NEW ADMINISTRATOR OR CANCELED MEMBERSHIP?

Becoming an AALA active member with the benefits of [AALA membership](#) is just a click away. Just complete AALA's easy form by clicking [HERE](#). Remember, AALA is as strong as its membership!

IS THERE A POLICY ON COMP TIME?

[AALA'S website](#) has links to [What Is Personal Necessity Absence Or Flex Time And When Can It Be Used?](#) and [Flex Time Instructions](#). Be sure to call (see Need Assistance from AALA?) if you need further assistance.

Hi Nery,

Thank you for summing up the principals' collective sentiment regarding this topic in the AALA update.

Superintendent Carvalho directed principals via live TV on Sunday at 4:30 p.m. to work with our supervisors to inform parents and teachers about the schools being closed due to the storm the next day. In my case, I was at a family gathering. I left and started work putting together a message for my parents. I later recorded it and sent it via BBC. I also fielded texts and calls from my teachers regarding the closure. I recall finally being done about 7:00 p.m.

It is disheartening to hear that extra duty pay is not being considered because it was not pre-approved.



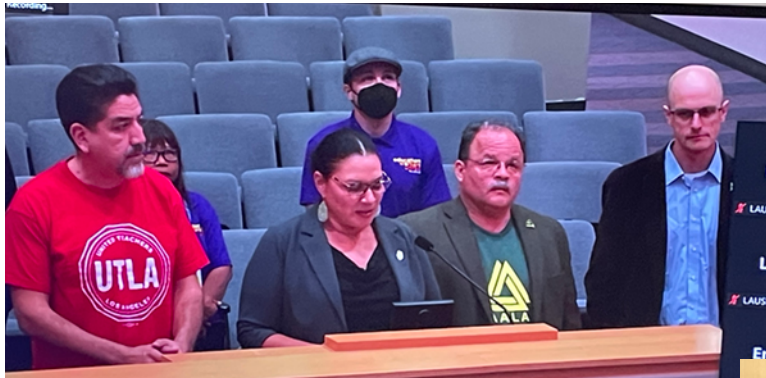
Superintendent Carvalho clearly directed us to work due to the emergency aspect of the situation. This by all means qualifies as extra duty pay with approval.

This sets a bad precedent. If an emergency strikes over the weekend again, principals will not be inclined to heed the call unless extra pay is pre-approved before work gets started. Also, the notion that it is OK not pay for work outside one's regular hours is wrong.

The Board of Education is the Superintendent's boss. Since Superintendent Carvalho does not seem open to pay principals for extra duties, then, maybe the board members can be persuaded.

It is sad that principals have to beg to be paid for working extra while other union members got paid to sit at home.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES



HBC GOES TO THE BOARD

President Nery Paiz joined the Health Benefits Committee union leaders attended the September 12th Board meeting asking Supt. and Board, as a Premier Los Angeles and country employer, to provide a multi-year extension and fund health benefits at current health care costs.

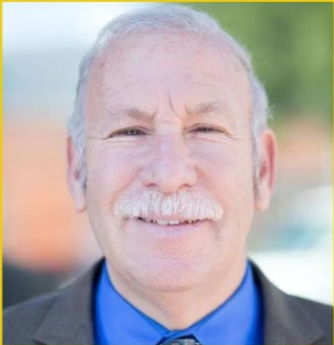




MEET & GREET

IN SUPPORT OF

Scott Schmerekson





DONATE



Sponsored by:
MOOHAY CHOE
AMY TRINIDAD
BRIAN SIDA
LEONARD CHOI

SCAN ME



NATIONAL GALLERY OF ART:

- [Art Tales for Pre-K](#)
- [Lesson: David Alfaro Siqueiros Speaks](#)
- [National Gallery of Art Learning Resources](#)
- [Lesson: Miró on the Farm](#)

Join Us!

AT THE RESIDENCE OF BRENT SMILEY IN WEST HILLS

SATURDAY, SEPTEMBER 30, 2023

2:00 - 5:00 P.M.



scott4lausd2024@gmail.com

*ADDRESS WILL BE SHARED UPON CONFIRMATION OF YOUR RSVP

HEALTHCARE

FAQS *Eating Disorders Are Real and Dangerous!*



My daughter has become very preoccupied with food and weight. Is this just a phase that will pass with time?

Fixation on food choices, body weight and body image may signal an eating disorder. Is your daughter restricting what and how much she eats, eating very small portions? Is she losing too much weight while fearing weight gain? Common eating disorders include anorexia nervosa (AN), bulimia nervosa, and avoidant/restrictive food intake disorder.

What is an eating disorder?

Eating disorders include both psychological, behavioral, and physiological symptoms. They are complex illnesses exhibited by severe eating behaviors linked to thoughts and feelings about food, body image and/or weight. Studies show that eating disorders can lead to heart and kidney problems and even death, making early diagnosis and treatment imperative. According to the American Psychiatric Association, girls and women between the ages of 12 and 35 are the most affected. According to the Cleveland Clinic, eating disorders are among the deadliest psychiatric disorder, second only to opioid overdose.

I know a little about anorexia and bulimia. What are other types of eating disorders and their symptoms?

- **Anorexia nervosa** – Anorexics exhibit extremely low body weight, triggered by persistent fear of gaining weight and being overweight. Anorexics excessively

limit calories, exercise excessively, take laxatives/weight loss supplements, and/or vomit after eating. They may suffer from malnutrition, loss of menstruation, constipation, abdominal pain, irregular heart rhythms, low blood pressure, dehydration and have trouble sleeping. Among adolescent girls, AN is the third most common chronic illness with high mortality rates.

- **Bulimia nervosa** – Characterized by cycles of binge-eating and purging. An individual with bulimia usually is normal weight or slightly overweight. Emotional symptoms include low self-esteem linked to perceptions of a negative body image, feeling out of control and guilty about eating. S/he may also withdraw from friends and family. The physical toll may include chronic acid reflux, tooth decay, damage to digestive tract, and dehydration from loss of electrolytes that cause cramps, muscle spasms, irregular heart rhythm, heart failure, kidney problems, and even death.

- **Binge eating** – Binge eaters have no control over food and overeat within a very short period. They overeat even when not hungry, and do not purge after eating, exercise excessively, or take laxatives. Binge eaters may feel shame, disgust and get depressed about their eating behavior. Although some binge eaters maintain a normal weight, most become overweight or obese, with complications related to obesity, like high blood pressure, high cholesterol, heart disease, and Type 2 diabetes.
- **Pica** – Individuals with pica eat nonfood items such as chalk, dirt, hair, and paint chips, to name a few. Pica typically affects three groups of people: 1) children between the ages one to six, 2) pregnant women, and 3) people with certain mental health conditions such as autism or schizophrenia. Symptoms include upset stomach/pain, bowel problems, blood in urine, intestinal blockage, and lead poisoning (from eating paint flakes). Experts believe that pica is relatively common, but that people with this disorder do not share this condition with their healthcare providers due to embarrassment or being ashamed.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES



“FOREVER YOUNG” AT 43

Thursday, September 28, 2023

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

Fall Reception

4:30 p.m. – 7:30 p.m.



**Laborers International Union of North America
2005 West Pico Blvd., Los Angeles 90006**

DISORDERS FROM PAGE 7

- **Avoidant/restrictive food intake disorder** - Characterized by a lack of interest in eating, individuals with this disorder avoid certain types of food, like those of a particular color, texture, smell, or taste; or certain foods perceived to an adverse reaction, like choking. Avoidance can result in lack of meeting daily nutritional requirements for good health.

What causes eating disorders and how is one treated?

Experts believe that eating disorders serve as a coping mechanism for emotional distress. Causal factors may include heredity, environment (cultural ideals/pressures), peer pressure, and emotional health (perfectionism, impulsive behavior, relationships). Eating disorders are diagnosed by a physician, but treatment generally involves medical treatment/medication, psychotherapy, nutritional counseling, and weight restoration monitoring. Aside from the disorder itself, an individual may have other medical needs that resulted from the disorder.



When should someone suspected of having an eating disorder see a doctor?

If you suspect you or a loved one may have an eating disorder, see your health care provider for diagnosis, treatment, and coordination of care. Early treatment can help to break unhealthy eating patterns and make it easier to recover.

For more information about eating disorders, click [HERE](#).

REPORT, REPORT, REPORT!

Please heed reporting mandates. If you suspect or are made aware of suspected child abuse, **REPORT IT**. If you believe someone else reported it, **follow up on the same day!** And, **create an iSTAR report** or confirm that an iSTAR report was created that same day. It is always best practice to apprise your Region Director and Operations Coordinator of the situation and update the iSTAR as needed.

Remember that your standard is “reasonable suspicion” and you can CLARIFY before you report. *Clarification is a process of asking the victim(s), alleged perpetrator(s) and other individuals, clarifying questions in order to determine reasonable suspicion of the allegation.* Please, READ the definition of “reasonable suspicion” on page 5 of BUL-1347.5. **If you have reasonable suspicion make the call. If the reporting agency tells you there is nothing there, ask for the person’s name, badge number, and ask if you can handle it administratively. You may begin an investigation ONLY IF you are told to handle it administratively.**

At this time, it appears the District is taking the stance that if the allegation is made against a district employee, you MUST report. Suspend reasonable suspicion and make the call!

Melbo Chair in Education Administration

IRVING R. AND VIRGINIA
A. MELBO

USC Rossier
School of Education

YOU'RE INVITED TO THE 2ND ANNUAL

Irving R. and Virginia A. Melbo Chair Lecture

FEATURED SPEAKERS

Leading in Times of Radical Change: Finding Common Ground

A discussion of how education leaders are restoring civil discourse and modeling respect in response to a divided society.



LESLEY BRUINTON
Executive Vice President, Nichols
Strategies



VIVIAN EKCHIAN
Superintendent, Retired, Glendale
Unified School District



STEPHEN NICHOLS
Founder and CEO, Nichols
Strategies



PEDRO A. NOGUERA
Dean, USC Rossier School
of Education
Co-author of *A Search for Common
Ground: Conversations About
the Toughest Questions in K-12*



ERIC OLSEN
Executive Director of
Communications, USC Rossier
School of Education



MARIA G. OTT
Chair, Irving R. and Virginia
A. Melbo Chair in Education
Administration, USC Rossier
School of Education

WEDNESDAY, OCTOBER 18, 2023

LECTURE 4:00 P.M. | RECEPTION 6:00 P.M.
Business Attire



USC Hotel

3540 S. Figueroa St., Los Angeles, CA 90007
Complimentary parking available on campus.

Register by October 4 at bit.ly/Melbo2023

Questions? Contact rossier.events@usc.edu



UPDATES

ASSIGNMENT MONITORING 2023-2024

All school sites will be monitored for appropriate assignments during the 2023-2024 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 to avoid a mis-assignment. A Credentials and Contract Specialist (CCS) may be contacted for additional questions: [Credentials, Contracts and Compliance Services / Home \(lausd.org\)](#). Search for your site's CCS on the bottom right corner of the page. Current forms may be accessed here: <https://achieve.lausd.net/Page/1542>.

EDUCATOR DEVELOPMENT AND SUPPORT (EDS)

Teacher Evaluations

The contractual deadline for Notification to Teachers Regarding Evaluation Status is **Friday, September 15th**. Educators assigned to a school site after 9/15/23 and before 10/6/23 may still be rostered and should be notified. After 10/6/23, permanent teachers may not be evaluated unless they received a Below Standard Evaluation (BSE) on their last evaluation. The deadline for the Initial Planning

Conference is **Friday, October 6th**.

Evaluation Plans and Rostering Certificated Staff for Evaluation in 2023-2024

Educator Development and Support evaluation plans for 2023-2024 have been loaded on MyPGS. View the [Rostering Interoffice Correspondence](#) for more information on rostering certificated staff for evaluation and the [Frequency of Evaluation Policy](#) for guidance on whom should be evaluated.

Certificated management staff (assistant principals, principals, principal supervisors, and school support administrators) should be notified they will be evaluated, complete an initial growth plan (IGP), and participate in an initial growth planning conference. Please see the following chart for upcoming due dates.

Certificated Management Activities	Due Date by Basis
Submit Initial Growth Plan	A 08/11/2023
(Contractual Deadline – Article 7 2.0)	E 08/25/2023 B 09/08/2023
Initial Growth Planning Conference	A 08/25/2023
(Contractual Deadline – Article 7 2.0)	E 09/08/2023 B 09/22/2023

EDS Zoom Office Hours

We will be holding office hours via Zoom every Friday, from 2:00 to 4:00pm: <https://lausd.zoom.us/j/87482513835>. Our staff is available to assist administrators and teachers with all phases of the teacher observation and evaluation cycle.



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.

LAASC

LOS ANGELES ADMINISTRATIVE SERVICES CREDENTIAL
APPLICATION WINDOW: NOV 1 - DEC 1, 2023



LAASC is a tuition waived, two-year, competency-based, job-embedded professional learning program for LAUSD employees who have activated their Preliminary Administrative Services Credential and are in an administrative position in LA Unified schools and/or offices. The program supports new administrators in their professional learning and leadership development throughout the two-year cycle leading to a Clear Administrative Services Credential.

INFORMATION SESSIONS

OCT 2 | 9-10 AM ZOOM: bit.ly/LAASC_OCT_2

OCT 9 | 5-6 PM ZOOM: bit.ly/LAASC_OCT_9



VISIT US FOR ADDITIONAL
INFORMATION AT
LAUSD.ORG/PAGE/17940





BETTY GARDIN – Ms. Gardin served as Temporary Adviser for Specially Funded Programs, Assistant Principal at Sharp Avenue School, and Principal at Figueroa Street School. Betty also served as Specialist in the Personnel Division, Coordinator for the Teacher Integration Unit, and Director in Health & Human Services. Ms. Gardin retired on July 1, 2009 and passed away on July 28, 2023. Services were held in July. She is interred at Inglewood Cemetery.

VICTOR RAYFORD KIMBELL – Mr. Kimbell served as Assistant Principal at Hooper Elementary School as well as Principal at Flournoy and Raymond Avenue Elementary Schools. He retired on March 3, 2001 and passed away on August 12, 2023. Services were held in August and he is interred at Inglewood Cemetery. Mr. Kimbell is survived by his wife Charlotte and sons Michael and Rodney. The Kimbell family asks that any questions be directed to Michael Kimbell 323-775-6703 or Rodney Kimbell 323-501-5885.

MARY H. SHAMBRA – Mrs. Mary Hunt Shambra served LAUSD in various roles as Administrative Coordinator, Office of Student Integration; Principal of Fletcher Drive Elementary School and San Jose Street Elementary and Gifted Magnet; Coordinator and Director of the Office of Charter Schools. Her husband, John Shambra, former Principal of San Antonio Elementary School, predeceased her. She was a generous donor to the Los Angeles Music Center Performing Artists in Schools & Neighborhoods and believed in bringing the arts to underserved communities. Mary retired as the Director of Charter Schools in June 2013. She passed away on Monday, August 7, 2023. A Memorial Service/Celebration of Life will take place at the home of Mrs. Martha T. Powell, retired Principal of Aldama Elementary School, on Saturday, September 30, 2023, at 12:30 PM. If you would like to attend the Memorial/Celebration of Life, please RSVP to Martha at martha7eugenia@gmail.com. She will be interred at Forest Lawn Cemetery at a later date.

🎵 SEND ME AN ANGEL, SEND ME AN ANGEL, RIGHT NOW! 🎵

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 save 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

DISTRICT ANNOUNCEMENTS

It is every individual's right to participate in the democratic process. However, as employees compensated by public tax dollars, we must be mindful that public resources are not used in support of our personal views. The law, LA Unified policies and Board Rules are explicit in this area. To assist you in understanding your responsibilities as an employee, please access the "LAUSD's Election Tip Sheet" posted on the [Political Activities](#) page of the Ethics Office website.

On page one of the Tip Sheet, it is clarified that "LAUSD Resources" include: funding, computers, email accounts, distribution/vendor lists, servers, websites; telephones, cell phones and other communication devices; copiers, printers, fax machines; facilities, bulletin/white boards, mailboxes; vehicles; and, of course, staff time.

Further, if your school or office utilizes social media (Facebook, Twitter, etc.) to communicate with parents, community members or employees regarding LA Unified business, be aware that the posting of explicit or implied endorsements of political candidates is prohibited. [Bulletin 999.13 – Responsible Use Policy \(RUP\) for District Computer and Network Systems, Attachment B](#) stipulates, "The use of the District network for illegal, political, or commercial purposes is strictly forbidden."

Please feel free to contact the Ethics Office with additional questions or for further assistance. You may reach them by email at: AskEthics@lausd.net.

INTEREST GROUPS - NEWS YOU CAN USE



Click [HERE](#) to register

GET AN EARLY START ON YOUR 2024 ACSA REGION 16 NOMINATIONS

The nomination window for the 2024 ACSA Awards Program is now open! Using your existing ACSA awards platform account, you can now nominate outstanding educators for the 2024 Administrator of the Year Awards and five special awards.

For Operations Administrator Early Ed Administrator & Span School Administrator please submit using this form: <https://docs.google.com/document/d/1AFjFR4hisr4DX0aloYd2Q8QI--Pt6veh/copy>

Please note: the submission deadline for all nominations is **November 30, 2023**.

Log in to acsa.awardsplatform.com to begin your nominations, or visit acsa.org/awards for complete information on the program as well as helpful resources.

For the 2024 Every Student Succeeding Program, visit www.acsa.org/ess for a PDF nomination form, and check with your region for the submission deadline.

Thank you for your support in honoring the achievements of California's school administrators!

ACSA Awards Program: acsa.org/awards

Nomination Portal: acsa.awardsplatform.com

If you have any questions contact Piedad Sanchez, President Elect (pps8982@lausd.net 818-765-5255)



AAPA Fall Mixer



Thurs. Sept. 21st, 2023 @ 5:30 pm

Golden Dragon Restaurant

960 N. Broadway, LA. 90012

Can't wait
to see you!

RSVP by Sept. 15th, 2023
We need a head count for Golden Dragon.



First (75) AAPA members who check-in to
Golden Dragon, your \$30.00 dinner is
complimentary.

You will also receive (1) raffle ticket for \$50.00
Amazon Gift Card.

Bring a friend who becomes an AAPA member,
and you will receive (5) add'l raffle tickets.

Non-AAPA members, dinner is \$30.00



AAPA website: <https://bit.ly/LAUSD-AAPA>



SAVE THE DATE

September 21, 2023 @ 5:30pm

ACSA Region 16
Representative Assembly
(Public General Meeting)

You are welcome to see ACSA Region 16
in action via Zoom!



Zoom ID: 955 387 4855

Zoom Link:

<https://lausd.zoom.us/j/9553874855>



September 21, 2023

COUNCIL OF MEXICAN AMERICAN ADMINISTRATORS FALL SOCIAL

RSVP REQUIRED BY 9/13 | NO REGISTRATION AT THE DOOR

5:00 - 7:00 | FREE FOR MEMBERS \$40 NON-MEMBERS

PAYMENT WILL BE DUE AT THE DOOR

Tamayos - 5300 E Olympic Blvd, Los Angeles, CA 90022

CURRENT MEMBERS: INVITE A COLLEAGUE

NEW MEMBERS WHO JOIN WILL BE FREE

CONTACT PERSON ADRIANA CORTEZ

AXC7702@LAUSD.NET



<https://bit.ly/3R7yYYS>

