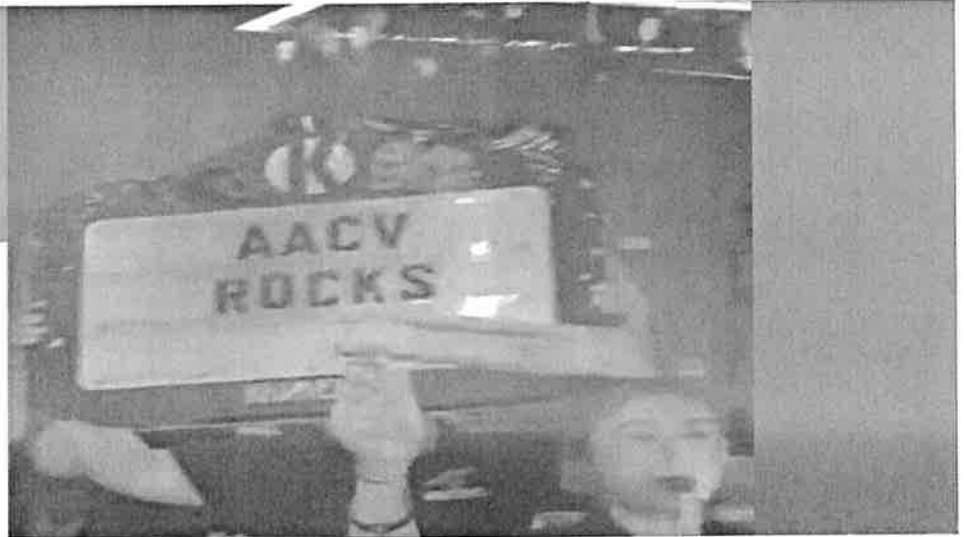


# Administrators Association Chula Vista

REPORT TO CAUSA/OCTOBER 2024



## THIS YEAR..

### Election of a New Board

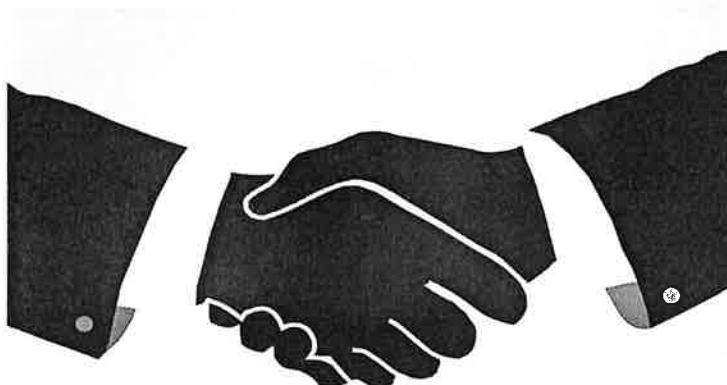
We finished up our first 2-year terms and had success in filling a few vacancies before the elections as well. This past spring we held elections for a new board, ushering in a new group of leaders dedicated to advancing the mission of our union. With a sense of purpose and commitment, this new board has begun to support our members in their work for AACV.

### Building Communication with Members

We understand the importance of staying connected with members and fostering open communication. We are working to get our members informed through our AACV newsletter and also with informational emails with how our union works for them. Our goal is to strengthen the sense of unity and involvement within the organization and ensure that our members know we are working and advocating for them.

### Continued Collaboration with the District

We are committed to ensure the district operates within the terms of our new contract. We continue to work closely with district leadership to maintain professional partnership and address the new learning our leadership needs to work within the contract. We continue to meet with our district superintendent each month which helps us bring important issues to the table that matters to our members.



### . New Contract Through Collective Bargaining

A major milestone this year was the successful negotiation of a new contract, gained through collective bargaining. This achievement is a testament to the power of solidarity and the persistent efforts of our bargaining team, who worked in unity and collaboration so that our members have a contract that reflects the invaluable contributions of our administrators. We are proud of this accomplishment and will continue to monitor and enforce the terms of this agreement to ensure it benefits all members.

## Building Our Political Involvement: LAPA Committee

We are excited to expand our political engagement by establishing a Local Advocacy and Political Action (LAPA) committee. This group will ensure that our union has a voice in decisions impacting education policy and administrative rights.

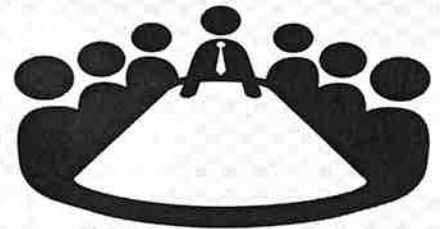
We are currently seeking a LAPA Chair and committee members to lead this effort. The committee will focus on supporting pro-education candidates, advocating for administrators, and staying involved in local political developments.

This will be a big next step for AACV!



## ADVOCACY AT SCHOOL BOARD MEETINGS

Our initial board had chosen not to make monthly reports at school board meetings. We changed course and this year, we have been actively representing our members at school board meetings, ensuring that the voices of administrators are heard and that decisions are made with our needs in mind. By maintaining a visible presence and speaking on behalf of our members, we are making ourselves visible and sharing our stance on policies and practices that impact administrators and, ultimately, our students.



## CONTINUED BUILDING AND GROWTH OF OUR UNION

We currently have 85% of our district Principals and Associate Principals as members. We work continuously to inform new members about the benefits of joining AACV and being a member of AFSA as well. We have also had gatherings of our members in order to build comraderie and interest to join.





# UPDATE

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

WEEK OF JULY 22, 2024



## PRESIDENT NICHOLS HITS THE ROAD RUNNING

**President Maria Nichols** assumed AALA's helm on July 1st. In this open letter

to administrators, Ms. Nichols shares the focus of her work as she leads AALA forward!

*Dear AALA Members,*

*I have exciting news to share. I officially assumed the role of Associated Administrators of Los Angeles (AALA) President on July 1, 2024. I am beyond honored to represent such a dedicated group of administrators. Like you, I am committed to providing exemplary service and support to every AALA member represented by our union. For now, my primary focus will be to enhance transparency, improve systems of communication, and foster collaborative structures. This trifecta is not a theory. It is essential to put them into practice to guide our forward trajectory.*

*Transparency is more than a concept of the day. It must be the cornerstone of our collective work. I believe transparency is fundamental to building trust and efficiency to ensuring accountability. Transparency matters in a time faced with constant change and fluidity leaving our members to lead in ambiguity. Our members will benefit from open communication and the sharing of information. This will happen by keeping you informed about decisions, processes, and outcomes.*

*This transparency is the foundation of our organizational culture. To support our efforts, I have taken the following actions in my first month in office to support our efforts:*

- *Scheduled and met with board members from the various board districts for a meet and greet to ensure regular and ongoing systems of communication. Board members need to know what you are experiencing in real-time. Regular, on-going meetings to exchange critical information will result in improved decision-making and stronger partnerships*
- *Participated and entreated monthly standing meetings with Superintendent Carvalho and Associate Superintendent, Talent and Labor Relations, Dr. Kristen Murphy. The meetings are designed to discuss the relevant needs of members to provide greater collaborative opportunities, actionable solutions, and problem-solving opportunities. A focal point of the dialogue was the adherence of the collective bargaining agreement (seniority) related to the contract. There is a clear willingness by the District to alleviate the commuting and personal hardships some assignments have created. In partnership, the District and AALA are brainstorming possible solutions to address the needs of affected members*
- *AALA and the District, discussed through a data informed lens, the need to more effectively on-board and mentor new principals and assistant*

## PRESIDENT NICHOLS FROM PAGE 1

*principals. AALA's data shows an inordinate number of assistant principals being represented for failure to report suspected child abuse. We can do better by partnering and problem-solving why failures to report are occurring through the District's lens and the association's lens. This collaborative and transparent approach has the promise of moving "gray zone" issues into more black and white ones allowing our members to identify and report suspected child abuse with greater expertise and fidelity. I am committed to working closely with Human Resources to reduce the number of members being disciplined for failing to act on district policy with suspected child abuse and other pressing areas.*

- *There was discussion regarding assistant principals on "B" basis unable to participate in the Principals' Leadership Institute (PLI). There is a commitment from the District to provide assistant principals with job-alike professional development scheduled for July 31, 2024. More information will be forthcoming*
- *Reached out to Dr. Kristen Murphy to ensure every administrator has an up-to-date district organizational chart*

*Effective communication is the cornerstone of all we do. I am committed to implementing robust communication systems facilitating the flow of information, ideas, and feedback across all levels of organization. I aim to ensure everyone feels informed and stays connected through regular updates, AALA meetings, or improved digital platforms. Here are some actions taken to develop and improve streamlining communication systems:*

- *The launch of the new AALA Facebook group for an inclusive, robust, and collaborative system of communication. Look for a google survey email providing the details to participate in the private group.*

*Collaboration is the heart of our collective work for outcome-based results to achieve greater progress. By nurturing a collaborative environment, we harness the shared wisdom and talents of our members to tackle challenges and seize opportunities together. Actions I have engaged in to develop collaborative structures and*

*partnerships to empower and leverage our work include:*

- *Developing a strong partnership with Parents Supporting Teachers. This group reaches 30,000 LAUSD community members. The group identifies critical areas of concerns and takes action to support neighborhood public schools since 2019*
- *The goal of collaborating with Parents Supporting Teachers is to make parents, guardians, and the public aware of the challenges and opportunities we face as school and office-based administrators. Parents and school communities will help us spread our platform with one collective AALA voice to strengthen and leverage collaboration and communication highlighting the needs and the challenges we are currently facing as AALA members*
- *I also plan to develop partnerships with all our labor partners to further strengthen and leverage our combined work to increase transparency, communication systems and build collaborative structures. United, we will stand taller and prouder and be "Together Stronger" to meet the current challenges and demands. This will support and increase our leveraging ability with the District to ensure successful results for AALA members*

*I am genuinely excited about the possibilities ahead, the opportunity to serve and build community, and your invaluable support and participation as we embark on this journey together.*

*Thank you for your continued dedication to AALA. Please feel free to contact me directly with any ideas, questions, or concerns you may have. Together, we will make a meaningful difference and achieve results.*

*In Solidarity,  
Maria*





# UASF UPDATES

## CAUSA 2024

### NEW SCHOOL YEAR, NEW LEADERSHIP AT UASF

#### Officers bring a wealth of experience

In July, a new team of officers were installed, representing years of experience in SFUSD and beyond. This team is working closely to strengthen our union structures and processes in support of our members.

President Anna Klafter is an alternative high school principal who has worked in SFUSD, SDUSD, and Boston Public Schools as a special educator and school leader. Vice President Dr. Myra Quadros is an elementary school principal who has worked as a teacher, dean, AP, and central office leader.

Treasurer Shari Balisi leads a large high school in SFUSD where she is a former teacher and counselor. Secretary Andi Hilinski is a supervisor in the special education department and she worked as a social worker and social work supervisor prior to that.



### Grrrrr! Power

The officers at UASF are full-time educators in SFUSD so we employ a crack team of incredible retired administrators and they are our Co-Executive Directors, Ellen Wong, Jolie Wineroth, and JoLynn Washington. JoLynn is the point person for EED and Elementary, Jolie is the point person for K-8, central office, HR, Legal, and lead negotiator. Ellen is the point person for middle school, high school, central office and finance. Shelby Tuliao is our office manager.

### Raises

UASF members received an 8.12% increase in the 2023-2024 school year. We have not begun negotiations for the 2024-2025 school year.

## UASF MEMBERS IDENTIFY PRIORITIES FOR 2024-2025



#### Celebrations

- Supportive colleagues
- Support from LEAD (our supervisors)
- Support from TLEE (Transformative Leadership)
- Support from UASF

#### Priorities for Advocacy

- RAI and specific support for affected leaders
- Working conditions for leaders and work day
- Budget and resources
- Salary and benefits

#### Concerns

- School closure/merger timeline
- Safety/security and impact of vacancies
- Strength of union
- HR and the hiring process
- Leadership support and morale
- The size and scope of our job

## SFUSD In Trouble, CDE and City Step In

After a negative financial rating that was announced at the regular Board of Education meeting in May, our CDE fiscal advisor got “stay and rescind” authority and blocked the hiring of several potential UASF members, while also delaying the hiring of all new teachers, certificated and classified personnel. This created an extremely stressful and chaotic start of the school year - again.

UASF leadership have been advocating for HR to step up their hiring process, we've advocated for CDE to approve crucial special education and support staff positions, and we've worked with our Superintendent to give school leaders release time and classroom coverage extended hours to address these vacancies.

At the end of September, the Board put Superintendent Wayne on a “performance improvement plan” and worked with Mayor Breed to bring in a task force of City leaders help SFUSD.

Now we are being told that HR discovered over 350 teachers and staff with expired credential and they might be removing even more educators from our classrooms, even though some of these credential issues are actually the fault of our own HR team!

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## With Four Board Seats in Play, UA Hosts Candidate Forum



On September 23rd we hosted our first Board of Education Candidate Forum in several years. There has been a lot of upheaval on the Board and in November, San Francisco voters will elect four of our seven Board of Education members. We heard from eight candidates about their vision for governance of SFUSD. The outcome of this election has the potential to impact our school district for years to come. While we are not endorsing candidates at this time, we are watching the process with great interest.

## Coalition Building

This year UA leaders have been working closely with UESF (the teachers union) and the other unions of SFUSD to advocate for the issues that connect us. We will be observing their impact bargaining and vice versa.

## School Closures On The Way

Or are they? “RAI”, the district’s Resource Alignment Initiative was announced as a remedy to the district’s financial trouble. A list of closures was schedule to be announced on September 18 but was delayed until October 8.

School leaders, families, staff and community members have expressed frustration with Superintendent’s handling of the process. Both the CDE advisor and Mayor have questioned whether or not SFUSD should close schools this year.



Now a final proposal is supposed to be presented to the Board of Education on November 12 but it is unclear if the Board will support the plan.