

From: Flecha, Juan
Sent: Wednesday, January 16, 2019 12:16 PM
To: Beutner, Austin
Cc: Maldonado, Hilda; Ekchian, Vivian; Melvoin, Nick
Subject: VOICES FROM THE FIELD: THE STRIKE'S IMPACT ON THE ASSOCIATED ADMINISTRATORS OF LOS ANGELES
Importance: High

[Superintendent's letter to Juan](#)

Greetings Superintendent Beutner:

I am in receipt of your thank you letter dated January 15, 2019. I need to take this opportunity to express the concerns of AALA members regarding the dire and unsafe working conditions they are experiencing. The expectation is your immediate action to address and ameliorate the distress and outright anxiety our members are experiencing.

A member called me this morning in virtual tears, and afraid for their safety. Yesterday, their car was swarmed with picketers yelling obscenities and blocking the entrance to the parking lot. The member, besides being apoplectic, is beyond disappointed with LASPD. School police monitored the situation from afar and did not intervene. The school police officer later did offer an apology, and a commendation for "handling the situation the right way." This interaction did nothing to address the sheer terror and panic the member felt, and their genuine and legitimate concern for their health and safety. Another member shared: *This (the strike) is unsafe for students and for us as employees.*

On behalf of the Associated Administrators of Los Angeles, the demand is the District ensure the safe entry and egress of every one of our members. Perhaps schools need to be closed if the District cannot guarantee the health and safety of every AALA front-line manger.

Following are the additional concerns cited by AALA members throughout the District:

I am contacting you with a concern regarding the support being given to us during the last two days of the strike. I received a message from Superintendent Beutner on Sunday at 9:07 p.m. He said "I have your backs." I am not sure what he means by "He has our back." This was the FIRST time I heard a message directly from him regarding the strike. At this very moment, I do not feel anyone in LAUSD cares about my health or well-being. I must have a different understanding of the meaning "I have your back."

There is NO communication regarding the status of negotiations being given to principals.

Is it possible to receive updates on the labor situation? Is the District even interested in resolving the strike? Perhaps more energy needs to be placed on strategizing how to immediately end the strike rather than the endless and unhelpful press conferences.

Can anyone tell us the timeline as to when the strike will end? Is this definitely going through this week? The lack of communication with school site principals is difficult as I do not know whether to strategize for the long term. For example, our school is scheduled to have a Common PD next week, and we are scheduled to begin an evening credit recovery program for five neighboring schools.

The messages we are required to send are inaccurate and untruthful. Everything is not copacetic at all of our schools. Some schools have over 200 students with one credentialed person.

The messaging is becoming a burden! Principals are being asked to send "soft and benevolent" messages about the school day. Central office follows-up by sending parents threatening messages immediately following ours.

On behalf of the Associated Administrators of Los Angeles, the demand is principals are informed of the District's strategy to immediately end the strike, begin the healing process, and return to some sense of business as usual, and ensure teachers are teaching and students are learning. Otherwise, perhaps schools need to be closed if the District does not have a roadmap or strategy to immediately end this strike.

I have children by the hundreds coming to school since Monday. More and more students are attending every day because genuine instruction is taking place, the campus is safe, and parents have confidence in my leadership. There are neighboring schools where the attendance is paltry at best, and there are dozens of adults with very little to do.

I am appalled by the Local District's response when I requested staff be redeployed to make the support more equitable. The response was direct and terse: "Your numbers do not necessitate additional staff."

"Large classes are being staffed with very little certificated support which means TAs, administrators and all school staff are stretched to the limits each day."

"The expectation that Principals are both filling the operational role and at the same time teaching students is unrealistic. This is not ok."

"The working conditions were untenable before the strike. The situation is now impossible. Learning is not happening. Schools should have been closed."

"It is unacceptable for schools to remain open, and for administrators to carry the weight of all of it."

On behalf of the Associated Administrators of Los Angeles, the demand is for Central Office and Local District support staff to be REDEPLOYED to sites with high attendance rates. Otherwise, perhaps schools need to be closed if the District does not have the capacity to redirect support personnel to where they are needed most.

Principals are being asked to do the job business as usual. It is not! I'm on site by 5:30 am and leave at 5:00 pm or later. We are being asked to send out messages saying everything is alright. It's not alright I want my teachers back!!

The messages to family regarding attendance and truancy are inconsistent, punitive and constantly changing. Principals are expected to send Connect-Ed messages that reinforce attendance and families are feeling alienated. The messages swing wildly from students will be truant (which implies a serious consequence) to "We will not be sending home attendance messages, and this will not impact transcripts or graduation.

Connect-Ed messages contain inaccurate information regarding the actual level of instruction that is happening at schools. In some instances, principals are being asked to specifically delineate what learning activities took place throughout the day. As always, this puts principals in a position of justifying an educational experience that is nowhere close to what is actually taking place. This will continue to erode the relationship and TRUST between families and schools.

Connect-Ed messages are sent centrally to families without principals being made aware of the what is being communicated to families.

We are tired of sending black board messages.

An Assistant principal was told to delete a Facebook post with the "I'm with Teachers" logo.

Valley principals were told NOT to bring doughnuts or be nice/cordial to teachers.

It is a farce to tell the public kids are learning! The Superintendent needs to share how many students have logged into Edgenuity. This alone will show it is not business as usual.

On behalf of the Associated Administrators of Los Angeles, the demand is for Central Office to immediately relieve principals from sending recorded updates. The updates shall be accurate, timely, and in one-voice, preferably yours. Moreover, the messaging to administrators must be consistent and unified. Otherwise, perhaps schools need to be closed if the District does not have the capacity to send a singular and unified message daily.

I understand the strike is heavy business. However, I am not hearing anything about the sacrifices administrators are making to effectively provide a safe school environment, and the semblance of instruction.

Into the night and early mornings, my colleagues are in text threads making sure each of our schools are open and safe. We were on our campuses by 5:30 a.m. and earlier, in some cases earlier finalizing details, and to execute our plans with fidelity.

I am receiving a million emails daily; making mid-course corrections to plans and schedules; and collecting data and artifacts to send to everyone.

Our three Assistant Principals are doing an amazing job holding things down with about 90-120 students in a class. They have planned lessons and are even grading student work to ensure that they get timely feedback.

I understand I am a salaried employee. And while I do appreciate that the District is paying other job classifications to extend their hours to support the students we serve, I am feeling

like chopped liver. No offer whatsoever has been made for the additional time I am investing. Extra-duty pay is just a simple first step to show the superintendent "has our backs. **On behalf of the Associated Administrators of Los Angeles, the demand is for every AALA administrator to receive Extra Duty Pay for every additional hour beyond the workday given the exigent circumstance. The extra pay shall account for the additional time administrators have been obligated to invest to keep schools open during the strike. The extra pay shall be funded by the District and not from school funds.**

The District has always held us accountable and held our feet to the fire to ensure collaborative and cohesive working relationships with students, teachers and the school community. The District's unwillingness to participate and be transparent in negotiations is beyond deplorable, and it is not modeling the behavior expected of us. All of our efforts as instructional leaders are being undermined by the District's leadership and the Board of Education. The District's lack of transparency and unethical behavior trickles down to us as front-line managers, and as the face of the District. Juan, I am directing you as our representative to tell the District it is time to walk-the-talk and have our backs by following the very assistance and guidance it gives every employee at the drop of a hat and for the smallest of transgressions:

- a. Establish a safe and respectful District as you serve as the model for student and adult behavior.*
- b. You are directed to maintain a safe, respectful school district in which you act ethically by upholding District policy.*
- c. You are directed to be professional and respectful in all of your interactions with students, parents, staff, and all stakeholders at all times.*
- d. The District's senior leadership with its highly visible role and responsibility sets a safe, respectful environment, always ensuring the adherence to District policy.*
- e. Adhere to the essential functions and professional responsibilities required by demonstrating the Knowledge, Skills, Abilities, and Personal Characteristics as specified in the LAUSD Human Resources Division Class Description.*

Adhere to the following at all times:

- 1. The LAUSD Employee Code of Ethics;*
- 2. The LAUSD Ethics Policy Statement;*
- 3. The California Professional Standards for Education Leaders (CPSEL);*
- 4. The LAUSD School Leadership Framework;*
- 5. The LAUSD Board Resolution Reaffirming the Respectful Treatment of All persons; LAUSD Non-Discrimination and Anti-Harassment*

On behalf of the Associated Administrators of Los Angeles, the demand is the District is to refrain from intimidating or taking any actions which would be considered retaliatory against any member of the association. Retaliation and/or intimidation may lead to a loss of a confidence.

I am including Mr. Melvoin in this email. He called yesterday to compliment and thank our members as well. I briefly shared with him the serious and detrimental challenges many of our members are experiencing. He showed support, and an interest in wanting to make sure their concerns are being heard and addressed by the District's senior leadership.

JAF

Juan A. Flecha
President
Associated Administrators of Los Angeles

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