

UPDATE

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Week of January 14, 2013

NEW YEAR'S RESOLUTIONS AUGMENTED

School safety is always a major issue for educators and parents; however, in the aftermath of last month's tragedy in Connecticut, it has come to the forefront of the nation's collective conscience. Myriad proposals have been made, many based in sound pedagogy and others that go from the ridiculous to the sublime. Of course, nothing can ensure 100% safety from the mentally unbalanced or those experiencing a psychotic break, but it is the obligation of District leadership to take an honest look at what security measures can be implemented to enhance safety on LAUSD campuses and in offices. The voters demonstrated their support for public schools in November. It is now time that the District show some tangible uses of the additional revenue it will receive and nothing could be more critical at this time than safety. Last week, **Dr. Judith Perez**, AALA President, suggested that senior staff and Board Members consider three New Year's resolutions related to improving safety for students and staff members:

1. Increase the number of school-based administrators to improve safety and security at school sites.
2. Find ways to use remaining bond money to ensure that all LAUSD schools, particularly older ones, receive needed security upgrades, including those that are technology based.
3. Identify and allocate the resources necessary to provide adequate mental health services and support for students and their families.

This week, we would like to go one step further and provide some specific examples of how to actually carry out the above resolutions. First and foremost, significantly improved norms for administrators, clerical and custodial staffing in elementary and secondary schools need to be reestablished. A full complement of administrators, clerical and custodial support is critical to the efficient and safe functioning of a school. Therefore, every elementary school needs a full-time principal, assistant principal, plant manager, building and grounds worker, school administrative assistant and office technician, irrespective of size. In addition, full-time campus and/or supervision aides are a mandatory part of the school safety equation. All schools need a person to monitor the main entrance before, during and after school. Also, aides are needed elsewhere on the site to maintain security throughout the campus; a minimum of two per school is necessary, with larger sites allocated four to six. Our recommendation is for 8-hour positions in order to maintain continuity and reduce transiency.

Technology, which is rapidly changing the way society looks at safety, may be used in multiple ways by school staffs and the School Police Department to improve security. Safe School Plans need to be internalized and accessible; emergencies do not allow the luxury of going to the file cabinet to review the action plan. Technology, including well-designed apps for smart phones, is available that allows teachers, administrators, police and others to access critical information in a few seconds, such as access points, floor plans, reunification areas, shut off and emergency equipment and those with special skills. Instead of using bond money to purchase iPads, why not use it to upgrade safety and security technology in our schools and offices?

Practically every time there has been a mass shooting at a campus, the perpetrator has been one who had previously demonstrated some mental abnormalities. Often, teachers and students have noticed unusual behavior and, in some cases, reported it. However, without adequate mental health support, these disturbed individuals have been able to carry out their deranged plans of revenge. Good emotional and mental health is

RESOLUTIONS (Cont.)

critical for students to succeed in school. All too often, children are worn down by societal, peer, parental and global stressors that hinder their ability to focus and achieve. Mental health services in the state have been continually cut in the past years and that is being reflected in society today. LAUSD was once known nationally for its crisis intervention and mental health programs. School staffs used to receive training on threat assessment and intervention procedures and one would think that training contributed to the District not experiencing a catastrophic event such as what occurred in Newtown and other not-as-urban school districts. It is time to restore LAUSD's legacy and provide on-site counselors, social workers, psychologists and other mental health professionals who can support students, families and staff members. Partnering with public and private agencies can be of benefit to the entire community.

In the aftermath of the Sandy Hook shootings, LAPD, LASPD, the Superintendent and Board Members have been very visible at school sites. While the momentum is there, why not do more than create a photo op? Why not actually put the money where our collective voices are and provide schools with the additional safety and security measures that are needed to maintain an environment conducive to learning. The time is now; school safety is on the public's conscience. LAUSD Board Members and Senior Staff—*Carpe Diem*, seize the day!

STUDY FINDS RAPID SUPERINTENDENT TURNOVER IN LARGE DISTRICTS

The American Educational Research Journal, in a recent study entitled *Why Superintendents Turn Over*, found that of 100 California school districts studied, forty-three percent of the superintendents left within three years. However, when looking at the largest ten percent of districts in the state (those with more than 29,000 students), seventy-one percent of the superintendents left during the same period. The American Association of School Administrators said the California study agreed with the statistics of their own superintendent members whose tenure was an average of three years in large urban districts and six years in smaller urban, suburban and rural districts. Larger districts, obviously, have characteristics that are very different than smaller, suburban districts. These can affect the superintendent's tenure with a dysfunctional school board topping the list of reasons why they say they left the position. The study did find that seventy-five percent of superintendents who are hired from within are still there at least three years later, yet that can make it harder for them to be hired in the first place. As new board members come in and want to make changes, they look at in-house candidates as a symbol of what needs changing.

While there is a more clearly linked impact on student achievement based on teacher and principal stability, the longer the tenure of the Superintendent, the greater the likelihood of success for new education initiatives. As new board members are sworn in and a new superintendent arrives, new strategies are implemented. Research shows that it typically takes five to seven years for a new initiative to mature to success. One study of more than 2,700 districts has shown that student achievement growth was linked to longer tenures of district leaders and could be as high as 9.5 percentile points. Yet, in large, urban districts, superintendent mobility is high, dooming most new initiatives. LAUSD is a case in point. There have been eight superintendents in the last twenty years, with **Roy Romer**, at six years, staying the longest. None of the others, with the exception of **Sid Thompson**, lasted more than three years. With each new superintendent came new initiatives, plans, curriculum, strategies, etc. How many times has the District reorganized? How many times and how much money has been spent on new reading and math programs? How many new positions have been created? Each time District leadership takes a new direction, AALA members step up, embrace the change and try to make it work because they are professionals, committed to doing a good job and serving the students of Los Angeles. With so many changes, we applaud their stamina.

HEALTH BENEFITS FAQ

Topic: Prescription Benefits At-A-Glance

Confused about the cost of your prescriptions? It's not surprising, since prescribed medications may have up to four levels of copayments, depending on your plan's formulary. A formulary is a list of both generic and brand name drugs that are preferred by your health plan. Each plan has its own formulary. Except for mail order or home delivery, copayments cover a 30-, 31-, or 34-day supply. Mail order amounts are shown in the following order: generic/preferred brand or brand/nonpreferred brand or nonformulary, as applicable. Here's a general overview of all of the prescription plans. Please note that some plans may have exception. For more information, check with your plan's pharmacy.

Plan Name	Generic	Preferred Brand or Brand	Non-Preferred Brand or Non-Formulary	Mail Order
Anthem Blue Cross Select HMO - CVS Caremark	\$5	\$25	\$45	\$10/\$50/\$90 ¹
Anthem Blue Cross EPO – CVS Caremark	\$10	\$30	\$50	\$20/\$60/\$100 ¹
Health Net HMO	\$5	\$25	\$45	\$10/\$50/\$90 ²
Health Net Seniority Plus	\$5	\$7.50	\$7.50	\$10 (up to 90 days)
Kaiser Permanente HMO	\$10	\$25	--	Generic: \$10 (30 days)/\$20 (31-100 days) Brand Name: \$25 (30 days)/\$50 (31-100 days)
Kaiser Senior Advantage	\$10	\$25	--	Generic: \$10 (30 days)/\$20 (31-100 days) Brand Name: \$25 (30 days)/\$50 (31-100 days)
UnitedHealthCare® Medicare Advantage HMO	\$5 Non-CA \$5	\$7.50 Non-CA \$20	-- Non-CA \$40 ³	\$10 (up to 90 days) Non-CA - \$10/\$40/\$80 ³

Notes

¹ Mandatory up to 90-day supply of maintenance medications either through CVS Caremark Mail Service Pharmacy or a 90-day mandatory supply at local CVS/pharmacy store after **second** fill at a retail pharmacy

² Mandatory 90-day supply by mail or at a local CVS/pharmacy after **third** fill

³ Includes Tiers 3 and 4—nonpreferred and specialty drugs

Legal Brief

ETHICAL PARTNERSHIPS & SOLICITATIONS

Partnering with other agencies and institutions can assist schools with additional resources, including voluntary sponsorships. The Ethics Office’s “Ethical Partnerships & Solicitations” guidance provided below helps to clarify the criteria for these partnerships. For questions or additional information, please contact the Office of the General Counsel at 213.241.7600.

While seeking out public-private partnerships to preserve LAUSD’s general funds for direct student service may be very strategic, our obligation to the public requires us to ensure that private support NOT be realized in a manner that will tarnish LAUSD’s image or credibility as a public agency. To avoid unintended charges of conflict of interest or “pay-to-play” politics, particularly given our current national and local climate, it’s vital to observe the specific guidelines and criteria outlined below:

Guiding Principle for Sponsorship Solicitations: Solicitations should only be made if they would not create in the minds of reasonable, objective, fair-minded observers a perception that there would be improper influence or advantage provided to our sponsors.

Operational Criteria

1. Solicitations must be consistent with the Guiding Principle.
2. Solicitations should be made either by a separate foundation or, when that is not possible, by employees who are not directly involved in any official decision-making regarding the parties that are being solicited.
3. Solicitations should be made in a consistent and transparent manner.
 - a. Specifically, any interested potential sponsors must be given the opportunity to contribute.
 - b. The type of recognition, if any, should be identified in advance.
4. Solicitations from any current or potential vendors or contractors must be managed with caution.
 - a. As a preferred goal, contributions made by vendors to an agency should be made to LAUSD’s general fund and held in a special account for donated funds rather than in support of a specific activity or event. Specifically, no current or potential vendor or contractor should be solicited to sponsor any activity or event if it would be reasonably perceived that they would gain a direct benefit or advantage from official LAUSD decisions made at the event.
 - b. Solicitations of current or potential vendors or contractors should be avoided, if it is reasonably known that they are seeking a contract or decision from LAUSD within a 12-month window of the date of solicitation.
 - c. There should be clear written communications to vendors making it explicit that sponsorships are strictly a voluntary act of good citizenship and that they have no bearing on contracting decisions.
 - d. Any vendor recognition or appreciation must be provided in a manner that does not in any way suggest LAUSD’s endorsement or preference. Recognition should actively reinforce the concept that a vendor’s participation is voluntary and has no bearing on any LAUSD decision-making relating to the vendor.
5. Gifts received as a result of solicitations by a LAUSD official for LAUSD must be recorded with transparency in accordance with the “Gifts to an Agency” rules set forth in California’s Code of Regulations.

This LAUSD Legal Brief is for information only and does not constitute legal advice. Please contact the Office of the General Counsel to determine how this information may apply to your school's specific facts and circumstances.

FAQS: PENSION REFORM ACT OF 2013 AND PERS MEMBERS

These frequently asked questions reflect CalPERS preliminary interpretation of the complex changes brought about by the Public Employees' Pension Reform Act of 2013 (PEPRA) and related Public Employees' Retirement Law (PERL) changes. Positions taken in these FAQs may change as additional review and analysis continue, or as a result of any follow-up "clean-up" legislation. To view the article, please go to <http://www.calpers.ca.gov/eip-docs/employer/program-services/summary-pension-act.pdf>.

If an employee who became a CalPERS member on or before January 1, 2013, changes jobs from one CalPERS-covered employer to a different CalPERS-covered employer, would the employee be considered a new member under the Public Employees' Pension Reform Act of 2013 (PEPRA)?

A member who moves from one CalPERS covered employer to a different CalPERS covered employer would only be considered a "new" member if there was a break in service greater than six months between the separation date with the previous employer and the appointment date with the subsequent employer.

Are leaves of absence considered a break in service?

No. Leaves of absence (i.e., maternity leave, military leave) are not considered a break in service. A termination of employment must occur for there to be a break in service.

If an employee accepts a refund from CalPERS and later returns to a CalPERS covered employer, would that employee be considered a "new" member?

No. Employees who become CalPERS members prior to January 1, 2013, and return to work with the same employer are not considered "new" under PEPRA. Their original membership date would apply. If they returned to work with a different CalPERS employer, then they would be considered a "new" member if their break in service between employers is greater than six months.

How will CalPERS determine if a new employee is eligible for reciprocity?

CalPERS is developing new procedures for employers to validate and report the reciprocal employment details. Employees are required to provide accurate and timely information to their employer regarding their reciprocal status.

Which retirement formula will be applied to employees who reinstate from retirement to accept a full-time position in January 2013 with the same employer they retired from?

A person who reinstates from retirement and returns to the same employer would be entitled to the same retirement formula he or she had at the time of the initial retirement.

Which benefit retirement formula will be applied to employees who reinstate from retirement to accept a full-time position in January 2013 with a different employer than they retired from?

Since a retirement is considered a break in service, the retirement formula that will apply to a person who reinstates from retirement and accepts employment with a different employer will depend on whether the person meets the definition of "new member" under PEPRA. If the person meets the definition of a new member, then the person will be enrolled in one of the new retirement formulas. Otherwise, the person will be enrolled in the formula the new employer had in place on December 31, 2012.

FAQS (Cont.)

Does the 180-day waiting period apply to individuals who retired and were employed as a retired annuitant prior to January 1, 2013?

No. The 180-day waiting period only applies to retirees who seek employment as a retired annuitant after January 1, 2013. Retirees already working as retired annuitants will not be impacted.

If an employee's first day of retirement is prior to December 31, 2012, is that employee exempt from the working after retirement limitations in PEPRA?

No. The postemployment provisions apply to any person receiving a pension from a public retirement system regardless of their retirement date. There are two exceptions to this rule: 1) A retiree that is appointed to a state board or commission; and 2) The 180-day waiting period for a retiree that is already working as a retired annuitant.

Can employees work in the private sector after retiring from a public employer on or after January 1, 2013, without jeopardizing their retirement benefits or waiting 180 days?

Generally, a retiree can work in the private sector (meaning he or she is not providing services directly to a public employer), or with a public employer that is not in the same retirement system the individual retired from, without waiting 180 days or being limited to 960 hours. Other restrictions could apply if the person retired on an industrial disability retirement.

As a result of PEPRA, will there be any changes to how unused sick time will be applied for service credit at retirement?

No. PEPRA does not change the provision that allows a member to convert sick leave to service credit. However, sick leave payouts would not count toward pensionable compensation for new members.

CONGRATULATIONS!!!

Congratulations to the **All District HS Marching Band** on its 41st consecutive performance in the Annual Tournament of Roses Parade. The band is comprised of high school music and dance students from throughout the LAUSD who commit their time and energy to represent the District in this festive event annually. The band is led by **Tony White**, Performing Arts Coordinator for Beyond the Bell, **Art Duardo**, recently retired principal, and other outstanding LAUSD music teachers. The band was also honored by the Tournament of Roses Association for its outstanding music and dance contribution to the Rose Parade activities as well as for its continuing commitment to offer this experience to the students of Los Angeles. In addition to appearing in the Rose Parade, the band also performed at Disneyland and at the Tournament of Roses Bandfest. It will also participate for the third time in the **Martin Luther King, Jr. "Kingdom Day Parade"** to be held on Saturday, January 19, 2013.

Congratulations are also extended to Principal **Allan Maciel** and his staff at **San Antonio High School** on being selected as a California Department of Education Model Continuation HS. This is a 3-year term and the school will receive the official designation at the state conference of the California Continuation Education Association this April in Los Angeles.

ACADEMIC DECATHLON VOLUNTEERS NEEDED!

The 32nd annual LAUSD Academic Decathlon competition will be held on Saturday, January 26, 2013, and Saturday, February 2, 2013, at Roybal Learning Center, 1200 West Colton Street, Los Angeles 90026. Past support by administrators and teachers (elementary, middle, high school and supervisory) for this competition has been outstanding and that support is needed again this year. On January 26, Speech and Interview Judges are especially needed, and on February 2, proctors are needed for the Super Quiz Relay from 4:00–6:00 p.m. in the Roybal Gymnasium. Volunteer applications are available online at www.acadecala.net. Please contact **Cliff Ker**, Academic Events Coordinator, at 213.241.3503 or at cliff.ker@lausd.net if you have any questions.

Special Request for Retired Administrators—your help is needed on both days of the Decathlon, January 26 and February 2, and you are encouraged to volunteer for this exceptional student activity. Also, there is a special need for readers to score student essays on Wednesday, January 30, 2013, from 7:30 a.m. to 3:00 p.m. at the Beaudry Building, 2nd Floor, Conference Room 131. If available, please contact Cliff Ker at the number above. Validated parking will be provided in the Beaudry II structure on the corner of Beaudry Avenue and Miramar Street.

EDUCATIONAL SYMPOSIUM

Secondary educators are invited to attend a seminar presented by the Music Center and La Plaza de Cultura y Artes on Saturday, January 26, 2013, from 8:00 a.m. to 12:45 p.m. This event will focus on arts and storytelling as related to themes of culture, community, and history and will feature Music Center Performing Artist **Olga Loya** and other education-based programs including KCET Departures and Facing History and Ourselves. Please contact **Keith Wyffels** at kwyffels@musiccenter.org or 213.972.3376 to register.

PROFESSIONAL DEVELOPMENT FOR CLASSIFIED LEADERS

ACSA is offering an institute for classified educational leaders in the areas of business/fiscal services, human resources/personnel, maintenance/operations, custodial, facilities, technology, student and instructional services and confidential and administrative assistants. The institute is entitled *Classified Educational Leaders: The Pillar of Education* and is an opportunity to share information and learn about issues that affect education. Presenters from various fields of expertise will share strategies and useful techniques to assist in providing students in California with a first-class education. It will be held February 28 – March 1, 2013, in Emeryville, CA. For more information, please contact **Dr. Victor Gonzalez**, ACSA Region XVI President-Elect, at victor.gonzalez@lausd.net or **Lori Allred** at lallred@acsa.org or 916.329.3820.

AN INVITATION FOR AALA MEMBERS

The USC Chapter of Phi Delta Kappa is inviting all current, retired and aspiring LAUSD administrators to its 2013 Emery Stoops Lecture Dinner. This dinner is a wonderful opportunity to network with fellow administrators and faculty from the USC Rossier School of Education. This year's esteemed speaker is **Dr. Verna Dauterive**, retired LAUSD principal and member of the USC Board of Trustees. She will be introduced by **Dr. Elizabeth Garrett**, USC Provost and Chief Academic Officer. The dinner will be held Friday, January 25, at 6:30 p.m. in the Vineyard Room at the USC Davidson Conference Center. The no-host social hour begins at 5:30 p.m. The cost is \$36 per person which includes parking at USC Gate #4. Reservations are required, as this event is likely to sell out. To RSVP, please contact **Lisa Regan**, PDK-USC Past President, at lisa.regan@lausd.net.

IN MEMORIAM

Emanuel “Mendie” Koenig—Former principal at Tarzana Elementary School. Mendie retired on June 25, 1987 and passed away on January 4, 2013. A memorial celebration is pending. Donations may be made in his name to a charity of your choice or to the Friends of AALA Scholarship Fund.

Katherine “Kathy” Louie—Former principal at Peary Middle School, assistant principal at Narbonne and Taft high schools, South Gate and Le Conte middle schools and adviser in the Senior High Schools Division and Division of Instruction. Kathy retired from the District in 1997 and departed this life on December 31, 2012. A memorial Service will be held at 9:00 a.m. on Saturday, January 12, 2013, at Rose Hills Memorial Park, SkyRose Chapel, 3888 Workman Mill Road, Whittier, CA 90601. A reception will immediately follow at Empress Pavilion, 988 N. Hill St., LA 90012. Condolences may be sent to her husband, Bill Louie, at 636 Alpine St., #11, LA 90012. In lieu of flowers, donations may be made to Trinity Church of the Nazarene, Friends of the Chinatown Library, Friends of the Chinese American Museum or the Chinese Historical Society of Southern California.

Dr. James Vernon Traughber—Former Staff Relations Coordinator, principal and vice principal. Dr. Vernon retired in 1979 and passed away on December 21, 2012. A memorial service will be held at a later date. Donations in his name may be made to the **Dr. Olaf Tegner** Scholarship Fund, Pepperdine University, 24255 Pacific Coast Highway, Malibu, CA 90263.

LIFE CONNECT

Now that the holidays have passed, *Life Connect Advantage* would like to take this opportunity to wish you and yours the very best and a happy and safe 2013. We hope that it brings you joy and good health! At *Life Connect Advantage*, keeping your family safe is our main priority. With a state of the art in-home medical alert system and now, personal protector/locator with satellite GPS, there is a solution for all your safety needs. With competitive rates, personal service and a commitment to community, *Life Connect Advantage* is your one-stop solution for family safety! If you order any of our products before the end of March 2013, you will receive your **first month of monitoring FREE!** A 10% discount on monitoring is available to members for every month thereafter. For more information, or a free safety evaluation, please call our toll-free number, 866.516.2787, and mention that you are an AALA Member. For additional information or if you have any questions, please call **Ernie** at 800.841.6238.

CALENDAR

EVENT	DATE	CONTACT
AALA Executive Board Meeting at AALA Office	January 14, 2013 4:30 p.m.	Cathy Vacca , cvacca@aala.us
ASPO Meeting at Beaudry, 18 th Floor, Room 124	January 16, 2013 8:00 a.m.	Donna Brashear , donna.brashear@lausd.net
AALA Representative Assembly Meeting at AALA Office	January 17, 2013 4:30 p.m.	Cathy Vacca , cvacca@aala.us

Associated Administrators of Los Angeles

CALENDAR (Cont.)

Unit J Job Steward Nominations Due to AALA Office— DEADLINE EXTENDED!	January 18, 2013 5:00 p.m.	Gema Pivaral , gpivaral@aala.us
Dr. Martin Luther King, Jr. Birthday Observed	January 21, 2013	
MSAPO/SHAPO Meeting at Monroe HS	January 23, 2013 8:00 a.m.	Felicia Drew , fdrew@lausd.net Ali Galedary , gali@lausd.net
SEPO Meeting at Beaudry	January 23, 2013 3:00 p.m.	Michael Terry , mterry@lausd.net
COBA Meeting at Crenshaw HS	January 23, 2013 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
Unit J Job Steward Voting	January 24 -29, 2013	
OEECA Meeting at Beaudry	January 24, 2013 1:00 p.m.	Carmela Sainz-Anderson , carmela.anderson@lausd.net
ASAPO Meeting at Friedman Occupational Center	January 25, 2013 8:00 a.m.	Denise Becker , dsb2186@lausd.net
USC PDK Dinner at USC Davidson Center	January 25, 2013 5:30 p.m.	Lisa Regan , lisa.regan@lausd.net
Education Symposium at LA Plaza de Cultura y Artes	January 26, 2013 8:00 a.m.	Keith Wyffels , 213.972.3376 or kwyffels@musiccenter.org
SHSPO Meeting at State Bank of India 707 Wilshire Blvd, #1995, LA 90017	January, 30, 2013 8:00 a.m.	Gary Garcia , gary.p.garcia@lausd.net
APSCO Meeting at Northridge MS	January 30, 2013 8:00 a.m.	Carol Willis , cwillis@lausd.net
SHSOPO Meeting at Bernstein HS	January 31, 2013 8:00 a.m.	Jason Garrison , jason.garrison@lausd.net
CalPERS “Planning Your Retirement” Webinar	January 31, 2013 9:30-11:30 a.m.	www.calpers.com

POSITIONS AVAILABLE

Minimum Qualifications: Candidates are responsible for making sure all the District requirements have been met. Please do not contact AALA for information regarding positions; use the contact phone number provided in the announcement or visit http://teachinla.com/admin_vacancies/ for more detailed requirements for positions and employment updates.

CERTIFICATED

INSTRUCTIONAL SPECIALIST

Huntington Park High School (ISIC), MST 40G, Temporary Adviser, B Basis. For information and application procedures contact **Dr. Shelley Holt**, Instructional Director, at 213.241.0191. Filing deadline is Friday, January 18, 2013.

FIELD COORDINATOR, MENTAL HEALTH

Division of Student Health and Human Services, MST 39G, A Basis. For information and application procedures contact **Pia Escudero**, Director, at 213.241.3841. Filing deadline is 5:00 p.m., Friday, January 18, 2013.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PROJECT MANAGER, TEACHER INCENTIVE FUND MST 43G, E Basis</i>	Talent Management Division	Sarah Figueroa, Program and Policy Development Adviser, 213.241.5474	5:00 p.m. Friday January 11, 2013
<i>PRINCIPAL LIAISON MST 41G, E Basis</i>	Talent Management Division	Sarah Figueroa, Program and Policy Development Adviser, 213.241.5474	5:00 p.m. Friday January 11, 2013
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES MST 40G, B Basis</i>	Fremont High School (ISIC)	Dr. Gail Garrett, Instructional Director, 213.241.0132	5:00 p.m. Friday January 11, 2013
<i>TEACHER AMBASSADOR MST 38G, E Basis (2 positions)</i>	Talent Management Division	Sarah Figueroa, Program and Policy Development Adviser, 213.241.5474	5:00 p.m. Friday January 11, 2013
<i>SPECIALIST, COMPLIANCE SUPPORT AND MONITORING MST 37G, B Basis</i>	Division of Special Education	Lisa Kendrick, Director, 213.241.6701	5:00 p.m. Friday January 11, 2013
<i>SPECIALIST, LEAST RESTRICTIVE ENVIRONMENT MST 38G, B Basis</i>	Division of Special Education	Sharyn Howell, Executive Director, 213.241.6701	5:00 p.m. Tuesday January 15, 2013
CLASSIFIED POSITION			
<i>CONSTRUCTION MANAGER (BUSINESS ADMINISTRATIVE) \$112,900 – \$140,500, A Basis</i>	Facilities Services Division	http://www.lausdjobs.org	Tuesday January 15, 2013