

UPDATE

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Week of February 18, 2013

EDUCATION REFORM—IT'S REALLY ABOUT POLITICS, POWER AND PROFIT

New York Mayor **Michael Bloomberg** donated \$1 million to the Coalition for School Reform, which, according to its website, is “a group of parents, educators and business and nonprofit leaders dedicated to reforming and improving public schools in the LA Unified School District.” The reality is that the Coalition is controlled by a few very wealthy donors who are campaigning for three specific candidates in the upcoming race for seats on the Board of Education: **Mónica García**, **Kate Anderson** and **Antonio Sanchez**. Prior to the donation from Mayor Bloomberg, in a deal brokered by Los Angeles Mayor **Antonio Villaraigosa**, the Coalition’s largest donors were **Eli Broad**, philanthropist, and **Jerry Perenchio**, former head of Univision. Each of them contributed a mere \$250,000. A total of more than \$2.5 million has been raised by a small cadre to influence the outcome of this Board race. The *Los Angeles Times* (February 13, 2013) said that the group “is seeking ... to protect Superintendent **John Deasy’s** policies...” By (1) ensuring the defeat of **Steve Zimmer**, whom AALA supports; (2) eliminating the chance of a run-off between Ms. Garcia and AALA endorsees, **Robert Skeels** or **Isabel Vázquez**; and (3) preventing the election of either **Monica Ratliff** or **Maria Cano**, both of whom AALA has endorsed, the Coalition will guarantee that Dr. Deasy receives little Board opposition to his initiatives.

According to the Los Angeles Ethics Office, additional donors to the Coalition for School Reform include:

- **Jamie Alter Lynton**, wife of the CEO of Sony Pictures, board member of L.A. Fund, \$100,000
- **Elizabeth Alter**, \$100,000
- **Meg Chernin**, CEO of L.A. Fund, wife of former president of News Corp. (owned by **Rupert Murdoch**), \$100,000
- **Andrew Hauptman**, board member of L.A. Fund and BSN SPORTS, the largest manufacturer, marketer and distributor of sporting goods products directly to the institutional and team sports marketplace, \$50,000
- **John Kissick**, board member of L.A.’s Promise (“manages” West Adams and Manual Arts high schools and John Muir MS), \$50,000
- Emerson Education Fund, Walnut Creek, \$100,000
- **David Fisher**, CEO of The Capital Group, \$37,500; **Marianna J. Fisher**, \$12,500
- **Jane and Marc Nathanson**, Chairman of Mapleton Investments, \$100,000
- **Frank Marshall**, board member of L.A.’s Promise, Hollywood producer, husband of **Kathleen Kennedy**, \$100,000
- **Jeffrey Katzenberg**, CEO of DreamWorks Animation, \$50,000

According to KPCC, Southern California public radio station, Mrs. Chernin has solicited and received significant individual financial support for Mónica García from Hollywood players, such as Kathleen Kennedy, Jeffrey Katzenberg, **Wes Craven**, **David Geffen** and others. **Joel Klein**, former NYC Schools Chancellor and current head of Rupert Murdoch’s education division, Amplify, has donated to the Coalition. Murdoch also owns Wireless Generation, part of Amplify, a leading provider of innovative education

REFORM (Cont.)

software, data systems, and assessment tools. Maybe that is why Rupert Murdoch says, “Public education is a \$500 billion market waiting desperately to be transformed.”

Why is the mayor of New York so interested in LAUSD? Why are other wealthy, politically connected entrepreneurs who have no children in the District trying to buy an election? How did Michael Bloomberg become, according to Mayor Villaraigosa, “the most important voice in education reform today”? How did these people, who have not been in a school, since college, get to be education reformers? The answers are complex and unsettling and speak to the increased privatization of public education.

In light of the relationships cited above, and being aware that Los Angeles is not the only city in which this is occurring, it is no surprise that many of these education reformers influence policies and regulations that have improved the bottom line of their corporate benefactors, bringing the culture and values of the corporate world into school districts across the nation. For example, mandated testing has become a major industry. A nonprofit resource center, In the Public Interest, recently released information showing how some school reformers in Texas had urged school districts to use a company in which some of the donors had large investments.

As a group, many of the so-called reformers advocate for charter schools, the takeover of low-performing schools and rating teachers and administrators based on test scores. They generally support efforts to reduce the influence of employee unions in elections. In New York, the mayor controls the schools and, fortunately, the L.A. mayor was unsuccessful in his attempt to do so during his first term. Is the Coalition for School Reform another route to the same goal?

The *Los Angeles Times* article had a particularly insightful quote from Dr. **Diane Ravitch**, noted researcher and professor at NYU, “The prospect that the mayor of New York City might use his vast wealth to choose the school board for the people of Los Angeles is repugnant and an affront to democracy.” We, at AALA, agree and find it disturbing and distasteful that the District is trying to be bought by a handful of people who are bent on permanently changing the face of public education to the detriment of the very children it serves.

A RESPONSE TO PRINCIPALS’ CONCERNS

AALA thanks Earl Perkins, Assistant Superintendent, School Operations, for submitting this article.

Principals handle myriad incidents on a daily basis to ensure a safe learning environment for our students and staff. The Sandy Hook tragedy and the recent Los Angeles Police Department manhunt for the former police officer have made all of us more vigilant to activities occurring around school campuses. Lockdowns are initiated by principals, either as a response to law enforcement’s request, or as a safety measure due to an immediate danger impacting the safety of students and staff. **The principal has the authority to place the school on lockdown, because law enforcement agencies are not always in a position to contact the school quickly enough to request a timely lockdown.**

After placing the school on lockdown, the principal should immediately call the Los Angeles School Police Department Watch Commander at 213.625.6631. The Watch Commander will deploy an officer to the school to advise the principal about lockdown modifications. Principals should also follow up with a phone call to the respective ESC Operations Office. For further details on the District’s lockdown procedures, please refer to Bul-5469.1, *Lockdown Procedures for All Schools*.

HEALTH BENEFITS FAQ

TOPIC: MEDICARE AND YOUR HEALTH BENEFITS

Of the many weekly phone calls AALA receives, Medicare enrollment continues to be a topic of member concern. In this issue of *Update*, we again provide a basic overview of Medicare and will follow up with additional Medicare requirements in subsequent issues.

Why is Medicare enrollment required for retiree benefits?

Medicare is the national health insurance program for retirees who are age 65 or older. Premium costs for District retirees on Medicare are lower than those of active employees and retirees under age 65.

- Retirees are required to enroll in Medicare Part A (hospital care) and Medicare Part B (physician services and outpatient hospital care) at age 65 to retain their District-paid health benefits.
- District retirees **must not** enroll in Medicare Part D (prescriptions). Premium costs for prescription coverage are covered as part of your District-paid health benefits.

Are there premium costs related to Medicare?

- All Medicare retirees pay an income-based Medicare Part B premium. For 2013, the basic premium is \$104.90 a month for gross incomes up to \$85,000, with increased premiums for higher income levels.
- Medicare Part A may be premium free, based on whether the retiree or spouse has 40 credits of social security and/or Medicare taxes.

What plans are available for Medicare retirees?

District Medicare retirees may enroll in two types of plans—Medicare Advantage plans or Anthem's Exclusive Provider Organization (EPO) plan. The three Medicare Advantage plans are HMO plans and include Kaiser Senior Advantage, Seniority Plus (HealthNet), and UnitedHealthCare® Group Medicare Advantage HMO. Anthem EPO plan subscribers select doctors and medical facilities within Anthem's provider network.

How does Medicare interact with the District's plans?

District and Medicare benefits work together to provide medical coverage for retirees.

- Medicare Advantage plans provide comprehensive medical, hospital, and prescription coverage with low copays and deductibles. There is no separate accounting of Medicare covered services and payments.
- The Anthem EPO plan uses Medicare payments to cover 80% of approved medical costs and then pays the 20% not covered by Medicare. Anthem bills Medicare for each medical service. Prescription coverage is included.

How and when should I enroll in Medicare?

To enroll, go to your nearest Social Security Administration office. The initial enrollment period is seven months—three months before the month of your 65th birthday, the month of your birthday and three months after your birthday. You can ensure that your coverage will begin when you turn 65 by enrolling before your 65th birthday. If you miss the initial enrollment window, you will need to wait and enroll during Open Enrollment, between January 1 and March 31 of each year. Late enrollment will have an adverse effect on your medical coverage.

For additional information, you may call Medicare directly at 1.800.633.4227 or visit www.medicare.gov.

Legal Brief

CHILD ABUSE: REASONABLE SUSPICION

By law, District employees are required to report suspected child abuse *when* they have “reasonable suspicion.” Many administrators and teachers have questioned, “Just what does reasonable suspicion mean?” The response below and the FAQs that follow are provided by the LAUSD Office of the General Counsel.

Reasonable suspicion means that it is rational for a person (e.g., teacher), based on the person’s training, education and experience, to suspect abuse. As a result, reasonable suspicion of abuse may differ from person to person. For example, a person gathers information about the incident and analyzes this information pursuant to the person’s training, education and experience and determines whether child abuse is suspected.

If an employee has reasonable suspicion that a child has been the victim of child abuse, the employee must report as follows: (1) must immediately report by *telephone* the abuse to a child protective agency; and (2) must also prepare and send a *written* child abuse report to a child protective agency within 36 hours. The following are classified as child protective agencies: Department of Children and Family Services and local law enforcement.

FREQUENTLY ASKED QUESTIONS

1. *Can an employee use any source of information to determine whether he/she has reasonable suspicion of child abuse?*

Yes, an employee can use *any* information brought to his/her attention, regardless of source, to determine if a child is a suspected victim of child abuse. This source of information may include, but is not limited to: (1) speaking directly to and seeing the alleged victim; (2) speaking to friends of the alleged victim, colleagues or anonymous individuals; and (3) reviewing any relevant documents, notes or school work.

2. *If an employee has reasonable suspicion of suspected child abuse, should the employee continue to investigate?*

No, if an employee has reasonable suspicion of suspected child abuse, the employee *must* report the suspected child abuse as indicated above.

3. *If an employee does not have reasonable suspicion of child abuse, can the employee continue to talk to the child in question?*

Yes, an employee who does not have reasonable suspicion of child abuse may question the child and subsequently determine reasonable suspicion of abuse, because such actions are considered inquiry and not an investigation and are appropriate in order to determine whether abuse is suspected.

4. *During the telephone report, if a child protective agency states to an employee to “handle it administratively,” should the employee still file the report if the employee continues to have reasonable suspicion of abuse?*

Yes, if an employee has reasonable suspicion of abuse, the employee *must* report the suspected abuse as indicated above. Also, best practices dictate that the employee should report inappropriate conduct to the principal.

Legal Authority: Penal code sections 11164 -11174. *The 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.*

CLASSIFIED EVALUATION PILOT

AALA thanks **Heidi Hrowal**, Program and Policy Development Adviser, Office of Talent Management, for submitting this article.

It is the belief of the Office of Talent Management that one of the greatest levers for accelerating student success is the quality of our teachers, leaders and support staff. As a result, everything we do as a system must be focused on the fundamental right of every student to be taught by an effective teacher, in a school run by an effective principal, supported by effective school-based, local and central District staff leaders.

Just as new processes and tools for teacher and school leader growth and development have been recently developed, the Office of Talent Management is now working on a new evaluation system for growth and development for classified staff and ways to more clearly articulate expectations. With input from the classified *Supporting All Employees Advisory Committee*, a draft evaluation framework has been created along with some tools to support its use. Volunteers will be asked to participate in a pilot program in order to obtain feedback on the process and understand the best possible ways to expand this work to all classified staff.

More information may be obtained by visiting either the LAUSD Talent Management website, http://talentmanagement.lausd.net/educator_growth or the Supporting All Employees Classified blog, <http://lausdcpm.blogspot.com/>. If you have specific comments or questions, you may contact **Heidi Hrowal** at heidi.hrowal@lausd.net.

AALA SCHOLARSHIP AND COMMUNITY AWARD DEADLINE APPROACHING

The deadline for graduating LAUSD students to submit scholarship applications and for AALA members to submit nomination forms for exemplary community volunteers is **Friday, February 22, 2013**. School-site administrators are asked to alert their students of the deadline so that they do not miss out on this excellent scholarship opportunity. Also, school-site administrators are encouraged to submit their nomination forms for outstanding community volunteers. Should you have questions about either program, contact **Gema Pivaral** in the AALA office at 213.484.2226 or gpivaral@aala.us.

REMINDERS!

AALA members are invited attend a reception for **Isabel Vazquez**, candidate for LAUSD Board District 2, on Friday, February 15, 2013, at Alan's Loft, 800 Traction Avenue, Studio 9, Los Angeles, CA 90013. For further information, please contact **Alan Helfman** at 213.220.8221.

ACSA-R Region XVI is hosting a wine and cheese reception at Taix Restaurant on Thursday, March 7, 2013, from 2:00 – 4:00 p.m. All retirees are invited. For more information, contact **Mike Perez** at mperez@aala.us or 213.484.2226.

The Multicultural Coalition is holding an event on Tuesday, March 12, 2013, from 5:00 – 7:00 p.m. at Taix Restaurant. The guest speaker is **Sanaz Meshkinfam**, who will be addressing immigration reform. The cost is \$10 per person. Please make checks payable to CMAA and mail to **Renee Fuentes-Campa**, Kingsley Elementary School, 5200 W. Virginia Avenue, L.A. 90029.

THE ADMINISTRATOR SELECTION STEERING COMMITTEE

AALA thanks **Justo Avila**, Deputy Chief Human Resources Officer, for preparing this article.

One of the District's strategic goals is to ensure that every school is led by an effective administrator. As vacancies occur, it is a challenge to recruit highly qualified administrators who are prepared, have the appropriate experience, can lead the instructional program to improved student outcomes and can ensure a safe and caring environment for students, staff, and community.

The Administrator Selection Steering Committee, comprised of current school-site principals, ESC and OCISS leaders, staff from Human Resources Division and AALA leadership, has been formed to develop a strategy to identify and select candidates for school leadership positions. The Committee membership, which is collaboration between the District and AALA, will meet regularly this spring to provide a plan to recruit and select highly qualified candidates to fill anticipated vacancies in the 2013-14 school year. Additional information and updates on the progress of this Committee will be posted online at http://www.teachinla.com/admin_vacancies.

LAUSD ACADEMIC DECATHLON ACHIEVEMENTS

Congratulations to Granada Hills Charter High School's Academic Decathlon team for capturing the 2013 LAUSD Academic Decathlon title. This is the third year that Granada Hills Charter has claimed the title. The team, coached by **Matt Arnold**, **Spencer Wolf**, and **Nick Weber**, scored 56,805 points, which included the school's ten-event score plus the Super Quiz Relay score. Marshall High School, coached by **Larry Welch**, finished second with a combined score of 56,445 points. Franklin High School, guided by **Sam Kullens**, was third in the competition with a combined score of 55,914. In the Super Quiz Relay, there was a tie for first place between Marshall and Granada Hills. Franklin High School was second and El Camino Real Charter High School, coached by **Stephanie Franklin**, was third.

This year, because of the change in the Super Quiz competition, the **Larry McCormick Memorial Award** was awarded to the top-scoring student in the Language and Literature event. This award, which is sponsored by AALA, was established to honor **Larry McCormick**, who served as quizmaster for twelve years, for his strong support of the Academic Decathlon. **Michael Perez**, representing **Dr. Judith Perez**, and **Kitty McCormick**, Larry McCormick's daughter, presented the plaque and scholarship to **Natasha Boyd**, Marshall High School, for her top-scoring performance in Language and Literature. **Marvin Paporisto**, Marshall High School, was the top-scoring student in the competition with a ten-event score of 9,253 points out of a possible 10,000.

The California Academic Decathlon competition in Sacramento March 14 – 17 will be the next challenge for Granada Hills and nine other LAUSD teams. Also invited to compete are Marshall; Franklin; El Camino Real Charter; Bell, coached by **Heather Wilson** and **Matthew Moreno**; Garfield, coached by **Lucy Romero** and **Kevin Murchie**; Hamilton, coached by **Thomas Metro**; Narbonne, coached by **Kim Monson**; Francis Polytechnic, coached by **Brian Block**, and North Hollywood, coached by **Ethan Bradbury**.

The Most Improved team Districtwide this year was Venice High School, coached by **David Howell**. Congratulations to the all of the schools' administrative staffs for the outstanding performances of their teams. The Academic Decathlon is coordinated by **Cliff Ker**, Academic Events Coordinator, and presented by Beyond the Bell, **Alvaro Cortés**, Director.

Associated Administrators of Los Angeles

CALENDAR

EVENT	DATE	CONTACT
Required Posting of <i>Annual Summary of Work-Related Injuries and Illnesses</i> (Cal/OSHA Form 300A)	February 1 – April 30, 2013	www.lausd-oehs.org/OSHAform300.asp
National African-American History Month	February 1 – 28, 2013	
EPO Meeting at Pickwick Gardens, Burbank	February 15, 2013 8:00 a.m.	Tracie Bryant , tholden@lausd.net
Reception for Isabel Vazquez at Alan's Loft	February 15, 2013 4:30 – 6:30 p.m.	Alan Helfman , 213.220.8221
Fundraiser for Monica Ratliff at 374 Camino De Las Colinas, Redondo Beach	February 17, 2013 5:00 p.m.	www.monicaratliff2013.com
Presidents' Day – AALA Offices Closed	February 18, 2013	
Self-Nomination Forms for AALA Executive Board are Available	February 18, 2013	www.aala.us
CalSTRS Pre-Retirement Workshop at Burbank MS, Room A-106	February 21, 2013 4:00 p.m.	Maria Voigt , 213.241.6365
AALA Scholarship and Community Awards Applications Due	February 22, 2013	Gema Pivaral , gpivaral@aala.us or 213.484.2226
AALA Executive Board Meeting at AALA Offices	February 25, 2013 4:30 p.m.	Gema Pivaral , gpivaral@aala.us or 213.484.2226
COBA Meeting at Crenshaw HS Library	February 27, 2013 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
SHAPO/MSAPO Meeting at University HS	February 27, 2013 8:00 a.m.	Juanita White-Holloman , jdw9998@lausd.net Felicia Drew , fdrew@lausd.net
OMA Meeting	February 27, 2013 3:00 p.m.	Giovanni Trivino , giovanni.trivino@lausd.net
SHSOPO Meeting at Bernstein HS	February 28, 2013 8:00 a.m.	Jason Garrison , jason.garrison@lausd.net
Classified Leaders Institute in Emeryville, CA	February 28 – March 1, 2013	Lori Allred , lallred@acsa.org or 916.329.3820
California Week of the School Administrator	March 3 – 9, 2013	
Election Day	March 5, 2013	
MSPO Meeting at Clinton MS	March 6, 2013 8:00 a.m.	Ann Allocca , aallocca@lausd.net
SEPO Meeting at Beaudry	March 6, 2013 8:00 a.m.	Michael Terry , mterry@lausd.net
ACSA-R Reception at Taix Restaurant	March 7, 2013 2:00 – 4:00 p.m.	Cathy Vacca , cvacca@aala.us or 213.484.2226

WHO WILL LEAD OUR SCHOOLS IN THE FUTURE? USC'S ONLINE M.E. IN SCHOOL LEADERSHIP

Succession development—identifying potential leaders among teachers and fostering their professional growth—plays a critical role in ensuring that the leaders our schools need tomorrow are under development today. [USC's Online Master of Education in School Leadership](#) prepares teachers, school counselors, and other K-12 educational professionals for entry into administrative and leadership roles. If you have identified individuals within your school that show promise to be the next school leaders, encourage them to attend an [upcoming online information session](#) and contact our office at rossier.info@usc.edu or 213.740.8637. To obtain an informational flyer, please click on this link: [USC](#).

ADMINISTRATIVE CREDENTIAL & M.A. DEGREE AT CSUN

“The CSUN program provided me with a strong foundation and the skills to work as a successful administrator. I was able to immediately use what I learned from the ELPS program as an assistant principal and especially now as a principal. The program was also an excellent launching point for the Doctoral program I completed at USC. Overall the ELPS program was a great opportunity for my advancement in the field of Education.” ~ **Steve Martinez**, LAUSD Principal.

Find someone with leadership potential to “tap on the shoulder”! New LAUSD Cohorts will be starting in August 2013 in the California State University, Northridge (CSUN) Tier I Preliminary Administrative Credential and Master’s Degree Program in Educational Administration. Information meetings will be held at 4:00 p.m. at the following locations:

- LAUSD North & ISIC—March 7, 2013, ESC North, 6621 Balboa Blvd., Van Nuys, CA 91406, Conference Room K.
- LAUSD West & ISIC—March 13 and April 14, 2013, at Burroughs MS, 600 S. McCadden Place, Los Angeles, CA 90005.
- LAUSD East & ISIC—Ochoa Learning Center, 5027 Live Oak, Cudahy, CA 90201. Please contact **Ricardo Sosapavon** at ricardo.sosapavon@csun.edu for meeting dates.

Please encourage your teachers to attend. For further information about the program, call the Educational Leadership & Policy Studies office at 818.677.2591 or e-mail christine.hayashi@csun.edu or peggy.johnson@csun.edu.

FYI...

Individuals, businesses or organizations that wish to communicate with AALA members may do so by placing an ad/announcement in the *Update*. All ads/announcements must receive the approval of **Dr. Judith Perez**, AALA President, and be deemed appropriate for members. The price to run an ad is \$80 for one week; \$140 for two weeks; and \$180 for three weeks. Fees for ads are payable to Friends of AALA and help support our scholarship and awards programs.

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

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Crenshaw High School (ISIC), MST 40G, B Basis. For information and application procedures contact **George Bartleson, Director**, at 213.241.7000. Filing deadline is 4:00 p.m., Thursday, February 28, 2013.

INSTRUCTIONAL SPECIALIST

Crenshaw High School (ISIC), MST 40G, Temporary Adviser, B Basis, 3 positions. For information and application procedures contact **George Bartleson, Director**, at 213.241.7000. Filing deadline is 5:00 p.m., Thursday, February 28, 2013.

SPECIALIST

Division of Special Education (Charter), MST 38G, Temporary Adviser, B Basis. For information and application procedures contact **Veronica Smith, Director**, at veronica.smith@lausd.net or 213.241.5438. Filing deadline is 5:00 p.m., Tuesday, February 26, 2013.

SPECIALIST, MAGNET RECRUITMENT

Office of Student Integration Services, MST 38G, Temporary Adviser, B Basis. For information and application procedures contact **Deborah D. Brandy, Coordinator**, at 213.241.7009. Filing deadline is 5:00 p.m., Thursday, February 28, 2013.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, EXTENDED DAY PROGRAM OPERATIONS</i> MST 41G, E Basis	Beyond the Bell Branch	Tim Bower , Administrator, 213.241.7900	5:00 p.m. Friday February 15, 2013
<i>SPECIALIST, ADAPTED PHYSICAL EDUCATION</i> MST 37G, B Basis	Division of Special Education, Related Services Department	Cyndi Martinich , Coordinator, 213.241.6200	12:00 p.m. Friday February 15, 2013
<i>ADMINISTRATIVE COORDINATOR, EARLY INTERVENTION SERVICES</i> MST 43G, A Basis	Office of Curriculum, Instruction and School Support	http://teachinla.com/admin_vacancies	Wednesday February 20, 2013
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Annandale ES (ESC East)	Geri Isaacson , Instructional Director, 323.224.3108 or geri.isaacson@lausd.net	Tuesday February 19, 2013

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>INSPECTOR GENERAL</i> \$163,000, A Basis	Office of the Inspector General	For information about the position, please click here.	Until Filled
<i>DATA BASE ADMINISTRATOR OR SPECIALIST</i> \$89,500 - \$113,400, A Basis	Information Technology Division	For information about the position, please click here.	Until Filled
<i>APPLICATION SERVER ADMINISTRATOR OR SPECIALIST</i> \$72,000 - \$89,800, A Basis	Information Technology Division	For information about the position, please click here.	Until Filled