

UPDATE

www.aala.us

Week of March 18, 2013

IMPROVING MORALE: A MORAL IMPERATIVE

Employee morale can be defined as the employee's outlook, optimism, self-concept and belief in themselves and their organization, its mission, goals, defined path, daily decisions and employee appreciation. Employee morale describes the overall outlook, attitude and satisfaction that employees feel at work. When employees are positive about their work environment and believe that they can meet their most important needs at work, employee morale is high. If employees are negative and unhappy about their workplace, and feel unappreciated, employee morale is low. One goal at the top of any organization's list should be to ensure high employee morale, so say industry experts. Yet, we would venture to say that the morale of LAUSD administrators is at an all-time low. With all of the directives, counter-directives, tests, reviews, models and innovations being thrown at them, coupled with the ongoing unrealistic workload and the disparaging treatment, is it any wonder that most of the "feel good" has left the profession?

Much has been written about low teacher morale and the many ways that administrators can improve it; but, conversely, little can be found on the subject of improving the morale of school-site administrators. Principals are charged in clear and distinct ways with establishing a positive school climate that fosters good morale and evaluated on it, but who looks after them? In LAUSD, sadly, the answer is very elusive, so, we, at AALA, decided to tackle it.

Granted, much of the low morale can be attributed to workload, which can only be alleviated by additional resources or reducing demands; however, there are other factors which impact morale, such as autonomy, respect, professional growth opportunities, transparent and cohesive evaluation systems and clear line-staff relationships. Almost anything that contributes to a positive work environment for employees helps to build employee morale. We have listed some things below that can be done with existing resources to improve the morale of administrators and at the same time, *no surprise*, help improve their performance.

NO EXTRA FUNDING REQUIRED

- ✓ Treat employees with respect, empower them and recognize their work.
- ✓ Divert \$50 million from proposed tablets for students to repairing the infrastructure at schools.
- ✓ Improve the system to input data for teacher observations.
- ✓ Establish a budget timetable that allows for genuine communication with staff and parents.
- ✓ Provide District initiative training that includes Options principals.
- ✓ Implement District initiatives that have a timetable that serves the needs of principals, not PR.
- ✓ Display sensitivity to the demands on the time of principals.
- ✓ Conduct genuine, concerted fundraising that provides resources to schools and is not used for politically engineered activities or ambitions.
- ✓ Elect a mayor who runs the city, not the schools.
- ✓ Focus on only one or two initiatives each year.
- ✓ Offer administrators the opportunity to have input into the District's strategic plan and goal setting.
- ✓ Stop efforts to privatize public education.
- ✓ Abbreviate the *LAUSD Brief*.

If the above items are implemented, we guarantee that employee morale will soar! Building positive employee morale is not difficult, but it takes desire, commitment and attention on the part of leadership.

BUDGET WOES

Below is an excerpt from an e-mail sent to AALA by an elementary principal who wishes to remain anonymous. This is just one of the many e-mails and phone calls that have been received expressing consternation over the budget development deadlines.

I was having visions last night of asking all my colleagues, in solidarity, to show up to their budget appointments with incomplete budgets—what could they do to us, right? I mean if it's not done, it's not done. And then I realized that I, like most of my colleagues, will, when push comes to shove, just get the job done whatever it takes. Because that's just how we are. And that's why we keep getting taken advantage of.

AALA LETTER TO THE SUPERINTENDENT AND THE SENIOR DEPUTY SUPERINTENDENT

*Below is a copy of an e-mail sent by **Dr. Judith Perez**, AALA President, to **Dr. John Deasy** and **Michelle King** on Thursday, March 14, on behalf of AALA members.*

AALA has continued to receive an unusually large number of e-mails and phone calls from principals regarding the extremely short budget timeline. Given all of their responsibilities, it is impossible for them to complete properly everything that needs to be done within two to three working days, interrupted by spring break. I think you will agree that our members need and deserve their week off to spend with their families and friends. Many AALA members have travel and vacation plans for that week.

We understand the rationale for the District's timeline, but the principals' workload and the budget timeline itself do not allow principals to conduct the required budget meetings with staff and parents and complete the other work required in preparation for their budget appointments. Principals' morale is already at an all-time low. The District should address the reality of the steps required and not permit budget technicalities and timelines to create insurmountable tasks for our principals.

You have repeatedly stated that you want schools to have a great deal of autonomy. The budget timeline does not permit that.

Here are our suggestions:

1. Send the allocation letters to principals no later than Monday, March 18, 2013.
2. Start the budget appointments on Monday, April 8, instead of the previous week. This will give principals a bit more time to conduct their mandatory faculty meetings, schedule and convene School Site and advisory committee meetings, obtain signatures, prepare justifications, and enter the budget into BTS prior to their budget appointments.
3. Pay fiscal specialists overtime, if necessary, so that budget appointments can be scheduled in the very early morning and into the evening. As you are aware, principals begin their workday very early and regularly work evenings and weekends.

Should you adopt any of our recommendations and/or provide other relief for principals, please notify them ASAP and also share that information with us.

NOTE: As we went to press, Dr. Perez received this response from the Superintendent, "*I am sure we can find a way to resolve to help principals.*" We await the details.

FOLLOW THE MONEY

AALA thanks **Alan Warhaftig** for summarizing this information which was found on the L.A. City Ethics Website, http://ethics.lacity.org/disclosure/campaign/totals/public_election.cfm?election_id=45, regarding the March 5, 2013, election for seats on the LAUSD Board of Education.

\$1.542 million in independent expenditures (most from **Mayor Villaraigosa's** Coalition for School Reform, some from the California Charter Schools Association) supported the candidacy of **Kate Anderson** who ran against **Steve Zimmer**. \$1.08 million in independent expenditures (mostly from UTLA and SEIU) supported the candidacy of Steve Zimmer or opposed the candidacy of Kate Anderson. The funding advantage went to Anderson by \$462,000. In regular contributions (limited to \$1,000 per donor), Anderson received \$250,925 compared to \$82,307 for Zimmer. Advantage: Anderson by \$168,618. The total money advantage for Anderson was more than \$630,000.

Anderson raised a total of \$1,912,385.80 which averaged out to **\$64.75** for each of the 29,537 votes she received. Zimmer raised a total of \$1,042,794.60 equaling **\$32.45** for each of his 32,137. The differential: **2:1**.

The District 6 election in the Valley, which will have a runoff, is even more interesting. \$1.18 million was received from independent expenditures (most from the Coalition, but also with big contributions from AFL-CIO and SEIU) supported the candidacy of **Antonio Sanchez**, a former Villaraigosa staffer. UTLA chose not to spend any money on this race, so there were no independent expenditures backing the candidacy of **Monica Ratliff**. Advantage: Sanchez by \$1.18 million. In regular contributions (limited to \$1,000 per donor), Sanchez received \$54,688.53 compared to \$14,797.69 for Ratliff (of which \$1,996.23 was contributed by Ms. Ratliff herself). Advantage: Sanchez by \$39,891. The total money advantage for Sanchez was more than \$1.2 million.

Sanchez spent about **\$94.46** for each of the 13,087 votes he received, a total expenditure of \$1,236,225.40. Ratliff raised a total of \$14,797.69 which equaled about **\$1.43** for each of the 10,351 votes she received. The differential: **66:1**. WOW!!!!

The outside money didn't buy all that much, but it made an impression that is impossible to ignore. Can UTLA afford to stay on the sidelines for the runoff? The billionaires certainly won't.

"WE'RE GOING TO FIND YOU ANOTHER JOB"

*The article below is reprinted with permission from City Watch, a news and information website and newsletter. The author is **Sara Roos**, a politically active resident of Mar Vista, a biostatistician, the parent of two teenaged LAUSD students and a CityWatch regular contributor.*

EDUCATION POLITICS - That's the directive **Kate Anderson** ... handpicked by LA's **Mayor V** and **New York's Mayor B** ... has been flinging into every sound bite she can leverage these past weeks. With her sweet voice and deceptively soft looks, she summarily asserts without qualification, that she knows just who is a subpar teacher, and she will move them on out.

Well, with all but the uncounted mail-in votes tallied and 52.4% trending toward **Steve Zimmer**, I believe we voters of Los Angeles Unified's fourth School District (LAUSD4) have requested another job of Ms. Anderson. Zimmer's been doing his well-enough, and the harsh, un-nuanced puppeteering from beyond has been rejected.

ANOTHER JOB (Cont.)

As a random mother of 2 teenagers, I awoke to this school board race when 4.5 million industrialist's dollars poured into my little, local, school district, preempting attention from commonplace travesties such as sluggish fundraising and understaffed schools. In short order it became clear that this is an end-game for a massive, national power struggle in the dismantle-and-privatize-our-government game. Including an assault on the bulwark of labor unions, checks & balances and free thinking, this is a campaign of Herculean scale. And it's been going on a long time; where have I *been*?? Without ever noticing it I was moved into a constituency camp termed "parent," consigned to a group I never knew was conscripted, and ascribed a whole host of concerns and partisan viewpoints I never knew were mine.

Ultimately, I have come to feel like a tiny character in a massive, national children's battle of good-and-evil. Far, far up there in the stratosphere — from about 3000 miles away in fact (the distance to **Mayor Bloomberg's** NYC), loom ablating dementors (sic), leaning in on our little neighborhood angling to suck the soul out of our local power of choice, the prerogative of our independently elected school board.

It sounds hysterical and fantastical, but reading up on the "School Reform Movement" of the past ten years reveals a presence that is nothing short of democracy-threatening; the scale is right. With a multi-million dollar war chest donated by the 1% who range from nominal democrats to libertarians right on through to ultra-right foreign-born moguls — our tiny corner of the world has become a microcosm for class warfare on a scale I never had a glimmering of just weeks ago.

It turns out, and I just never noticed, that my neighborhood, or at least school board district (which encompasses hundreds of square miles, so it's hardly little at that) houses more charter schools than anywhere on the planet. And to the uninitiated, these charter schools wouldn't really signal anything terribly nefarious. The opportunity to involve your child in an angle on education that's a little bit unorthodox seems terrific, "choice" is clearly unassailable — who could possibly object to a little leavening in the educational mix?

As the child of educators, living in the education and research biz myself, it's hard to credit too much wrong-doing to any effort devoted to better-serving the transcendental question of how best to educate our children. Because it turns out this is the holy grail, and no one has gotten any closer to finding it since the days of Socrates. The legacy of our educational system in the recent past has been less than exemplary, especially among select demographics.

Therefore "reform" is a fine goal, as unassailable as "choice." Moreover there is common cause with corporations in educating our children in skills that are useful for modern business. Reforming our schools by addressing the impediments to our children's learning is vital, and there is no inherent reason not to use corporate dollars toward that end.

However there is no offer to direct the massive funds of this recent election toward present day under-resourced institutions. While those campaign dollars could have significant effect on our school campuses directly, instead they are devoted to closing down what was. Rather than working with teachers and administrators and the other components that compose the scaffolding of our social fabric, the agenda of the School Reform Movement is to remove the incumbent and install a challenger instead. This election silhouettes how reform never was part of the agenda at all; revolution is.

ANOTHER JOB (Cont.)

This election, with its shockingly outsized spending has revealed a hidden agenda, as old as the hills. With massive institutions and systems is embedded the opportunity for equally massive personal gain. Prerequisite is private control, wrenched from what was formerly public, democratic governance. Couching this banality of greed in educational ideology has been an effective strategy, but tonight's results suggest a whisper of increasing awareness and resistance to uncontrolled and unbridled, unjustified change.

Because the evidence is starting to pour in. The Reform School agenda which seeks to install privately setup small, isolated, corporately run charter schools are at best no worse than their public counterparts, and reach a small, select subset of the public besides. They result in breathtaking segregation and privation and an impoverished educational landscape. They leach public resources. Unaffordable, now, are the rich opportunities of varied educational "services" like music programs and art programs, lending libraries and speech and behavioral therapists. This School Reform Emperor has no clothes, and the evidence while slow to come in, is arriving at last.

This, I believe, is the real reason for the recent "billionaires' -push" to fully enact the privatization agenda of School Reform. As the inferior outcomes of charter schools are revealed with time, so too is this canard of "reform". Lost in the jockeying for private gain are the vast, ignored needs of the 99%. Social services, support and education are what sustain a democratic society. Replacing the aspirations of upward mobility among our lower and middle classes, codifies a system of short-term gain and massive profit that benefits very few. Removing our educational system from public control is undemocratic, inherently destructive of a sustainable society, and immoral.

I am so glad **Steve Zimmer** won his LAUSD 4 race tonight. But make no mistake about it; this is a small battle in a much larger war.

SPEAKING OF LOW MORALE

It is ironic that on the first page we noted the low morale that is pervasive in the District and now must explain the need for one of the most demoralizing actions that can be taken. All LAUSD administrators recently received the horribly disheartening, yet required, March 15 letters that warn of the potential loss of their position due to reduction-in-force (RIF). In reality, the District sends these letters annually just to meet the legal mandate of the State of California that requires certificated employees be notified by March 15 if there is a chance that they may not retain their current position in the subsequent school year. AALA has been reassured by District leadership that no actual RIFs are anticipated unless there is a significant decrease in enrollment that is not offset by retirements.

ACCELERATED PRINCIPAL PREPARATION TRAINING PROGRAM

The newly launched Accelerated Principal Preparation Program is now accepting applications. Interested individuals may obtain additional information at <http://www.teachinla.com/Research/Admin.html>. Application materials will be due to the appropriate ESC Instructional Area Superintendent or Human Resources Division by **Monday, March 25, 2013**. Successful applicants will be invited to participate in the Accelerated Principal Preparation Program scheduled for April and May of this year.

HEALTH BENEFITS FAQ

TOPIC: THE SHINGLES VACCINATION

What is shingles?

Shingles, also known as herpes zoster, is an acute viral inflammation characterized by skin blisters and pain. The blisters appear in a band, strip or small patch on one side of the face or body. Anyone who has had chickenpox can get shingles.

Who should get the shingles vaccine?

To prevent shingles, the Centers for Disease Control (CDC) recommend the shingles vaccine, Zostavax®, for people 60 years old and older.

Who should not get the shingles vaccine?

People who should NOT get the shingles vaccine include those with a severe allergic reaction to gelatin, the antibiotic neomycin or any other component of the shingles vaccine; those with a severely weakened immune system due to disease; and women who are, or might be, pregnant.

Where do I get the shingles vaccine?

- **Kaiser HMO** – The primary care physician (PCP) provides the immunization cost-free, if deemed medically necessary.
- **Health Net HMO:** If considered medically necessary, the vaccine is covered under the plan's medical benefits (not the pharmacy benefit). Members obtain these immunizations cost-free directly from their PCP. If the immunization is not immediately available, the PCP's office will arrange to obtain the immunization or direct the member to a location that will provide the covered benefit.
- **Anthem Blue Cross Select HMO and EPO:** There are new guidelines as of January 1, 2013, affecting group members, including Medicare retirees:
 - Adult members can get the shingles immunization at a participating CVS pharmacy location. CVS pharmacies participate in the shingles immunization program with Express Scripts, Inc. (ESI). Members should call the pharmacy to ensure that it is participating and has the serum in stock.
 - Members also may get their shingles immunization through their medical provider if the provider stocks the serum. If a provider does not stock the shingles serum in his/her office, patients can be referred to a participating network pharmacy.
 - Members may need to pay the cost of the immunization at the pharmacy, and then submit a paper claim to Anthem under their medical coverage. (The pharmacy may or may not be able to send an electronic claim to Anthem's medical operations.)
- **Medicare Advantage Plans:** Medicare retirees in Kaiser Senior Advantage, Health Net Seniority Plus, and UnitedHealthCare® Medicare Advantage HMO (UHC) receive the vaccine **or** a prescription through their primary care physician.
 - **Senior Advantage** members may get the vaccine cost-free during an office visit.
 - **Seniority Plus** members should take the prescription to their network pharmacy and receive the immunization for a \$7.50 copayment. The immunization should then be provided to the Primary Care Physician's office for administration. The shingles vaccine is covered under the prescription drug benefit included in Seniority Plus.
 - For **UHC** retiree plan members, there is no copay if the purpose of the PCP office visit is solely for the purpose of getting the shot. If the office visit is for a medical condition and the shingles vaccine is part of the visit, then the member will be charged an office visit copay.

PLANT MANAGER AND BUILDING AND GROUNDS WORKER REORGANIZATION

AALA thanks **Roger Finstad**, Director, Maintenance and Operations, for providing this article.

The Team Cleaning program will not continue into next fiscal year. As part of site-based budgeting, the District will provide a daytime plant manager for all elementary schools that were part of the Team Cleaning program. In addition, the minimum custodial allotment will include an 8 hour building and grounds worker (BGW) for the evening shift (except for a few small primary centers which will receive a 4 hour BGW in the evening).

This change will affect a large number of our custodial personnel. Plant managers and buildings and grounds workers assigned to M&O areas will have their positions moved to school locations. This will affect about 400 plant manager positions (which include the restoration of about 200) and about 400 BGW positions. M&O will be working with AALA, Teamsters, SEIU and the Personnel Commission to start planning an orderly transition. We will be creating a special one-time transfer request process to help match plant managers and BGWs with principals and school sites. Transfer requests will be solicited from employees after the budget development process closes April 18. Transfer lists from which selections can be made will be provided to principals by late May. A new plant manager eligibility list should also be available. All personnel should be in place by July 29. This will allow the school-site summer cleaning program to proceed and be substantially complete without the disruption caused by the movement of personnel.

If you have questions, you can contact your Complex Project Manager or your Fiscal Specialist. Thanks in advance for everyone's patience and understanding as we go through this reorganization.

FUNDRAISER FOR MONICA RATLIFF

AALA members are invited to a rooftop fundraiser in support of **Monica Ratliff**, AALA PAC-endorsed candidate for School Board District 6. The event is hosted by **Suzie** and **Sean Abajian** and **Reynaldo Rivera** and will be held on Friday, March 15, 2013, from 6:00 - 9:00 p.m., at 1010 Wilshire in downtown Los Angeles. Suggested donation is \$50 per person. For more information, please contact **Chuck Kanganis**, Campaign Manager, at 310.971.7119.

IN THE NEWS

- ✚ **Dr. Steven McCarthy**, K – 12 Arts Coordinator, is being honored by Urban Arts Partnership on Thursday, March 21, 2013, from 6:00 – 9:00 p.m., at 1103 Abbott Kinney Blvd., Venice. AALA members are invited; RSVP to greg@urbanarts.org.
- ✚ North Hollywood High School (**Dr. Randy Delling**, Principal) won the Regional Science Bowl for the eighth straight year last month. The school has won the regional championship 15 of the last 16 years and will compete for the national championship in Washington, D.C., in April.
- ✚ **Myra Dickerson LaMotte**, District Title I Coordinator at ESC South, is retiring after 34 years. A retirement celebration will be held on Saturday, June 22, 2013. Contact myra.lamotte@lausd.net for more information.
- ✚ **Henry Jones**, former CFO of LAUSD, was reelected Chair of the CalPERS Investment Committee.

Associated Administrators of Los Angeles

IN MEMORIAM

FLORA JEAN MARTIN—Former APSCS of Wright and Marina Del Rey middle schools and Washington Prep and Dorsey high schools. Miss Martin retired from the District on July 1, 1998, and passed away on March 5, 2013. Services were held on Wednesday, March 13, 2013, at Holman United Methodist Church.

ESTHER COLLINS—Former coordinator in the Child Development Division. Esther retired on June 30, 1993, and passed away on March 4, 2013. Funeral services will be held on Saturday, March 16, 2013, at 11:00 a.m. at Knox Presbyterian Church, 5840 La Tijera Blvd., Los Angeles 90056, 323.292.0654.

CALENDAR

EVENT	DATE	CONTACT
ASAPO Meeting at Friedman Occupational Center	March 15, 2013 8:00 a.m.	Denise Becker , dsb2186@lausd.net
Fundraiser for Monica Ratliff at 1010 Wilshire	March 15, 2013 6:00 – 9:00 p.m.	Chuck Kanganis , 310.971.7119
SHAPO/MSAPO Meeting at Erhart's by the Sea at Ft. MacArthur	March 20, 2013 8:00 a.m.	Felicia Drew , fdrew@lausd.net Ali Galedary , gali@lausd.net
COBA Meeting at Crenshaw HS Library	March 20, 2013 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
SHSOPO Meeting at Bernstein HS	March 21, 2013 8:00 a.m.	Jason Garrison , jason.garrison@lausd.net
CalSTRS Pre-Retirement Workshop at West Hollywood ES Auditorium	March 21, 2013 4:00 p.m.	Maria Voigt , 213.241.6365
APACS Meeting at Friedman OC	March 22, 2013 8:00 a.m.	Cynthia Oliva , coliva@lausd.net or 310.577.4230
Spring Recess	March 25-29, 2013	
OECCA Meeting	March 28, 2013 1:00 – 4:00 p.m.	Carmela Sainz-Anderson , carmela.anderson@lausd.net
Outstanding School Psychologist Nominations Due	April 1, 2013	Dr. Beverly Williams , beverly.x.williams@lausd.net
AAPA Scholarship Dinner at Empress Pavilion	April 3, 2013 5:00 – 7:00 p.m.	Dean Tagawa , 213.241.6291 or dtagawa@lausd.net
AAPA Day at the Races at Santa Anita Racetrack	April 7, 2013 12:00 p.m. – 6:00 p.m.	May Arakaki , 323.726.2910
Unit J Job Stewards' Meeting at AALA Offices	April 9 & 17, 2013 3:00 – 5:00 p.m.	Gema Pivaral , gpivaral@aala.us or 213.484.2226
ASPO Meeting at Beaudry Bldg., 18 th Floor, Room 124	April 10, 2013 8:00 a.m.	Donna Brashear , donna.brashear@lausd.net
AALA Alumni Luncheon at Dodger Stadium	April 10, 2013 11:30 a.m.	Cathy Vacca , cvacca@aala.us or 213.484.2226
SEPO Meeting at Beaudry	April 10, 2013 3:00 p.m.	Michael Terry , mterry@lausd.net

SEEKING AUTONOMY?

The Local Options Oversight Committee (LOOC) is holding workshops in April and May covering the different options available for local school autonomy. The series of four workshops will each be held at two different locations to accommodate participants from the northern and southern areas of the District. Topics to be covered include the Expanded School Based Management Model, Local Initiative School and the Pilot School. Session content and registration information will be available soon. Please contact **Elaine Kinoshita** at 213.241.0127 for more information. Dates are as follows:

NORTH LOCATION

Mondays, April 8, 22, 29, May 20

4:00 - 6:30 P.M.

SOUTH LOCATION

Thursdays, April 4, 11, May 2, 23

CTC SURVEY

March 15 is the deadline to provide your input to the Commission on Teacher Credentialing regarding the new Administrator Performance Expectations and the supporting Administrator Content Expectations via two surveys that are part of the content validation process. Responses will form the basis for the development of a new Administrator Performance Assessment that will replace the current examination used for the expedited route to the Preliminary Administrative Services Credential when the current examination contract expires in October 2014.

Participation in the surveys is restricted to current California public school administrators and current faculty members of a Commission-approved administrator preparation program. The first survey is about content expectations in the six main areas of administrative responsibility and can be accessed at: www.surveymonkey.com/s/admincontent; the second survey is about performance expectations found at: www.surveymonkey.com/s/admincapes.

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

ADMINISTRATOR, PROGRAM & SYSTEM MANAGEMENT

Division of Special Education, MST 43G, Temporary Adviser, A Basis. For information and application procedures contact **Nancy J. Franklin**, Director, at 213.241.6701. Filing deadline is 5:00 p.m., Thursday, March 28, 2013.

COORDINATOR, K – 12 INSTRUCTION

Division of Special Education, MST 40G, Temporary Adviser, B Basis. For information and application procedures contact **Nancy J. Franklin**, Director, at 213.241.6701. Filing deadline is 5:00 p.m., Friday, March 29, 2013.

Associated Administrators of Los Angeles

FIELD COORDINATOR, STUDENT AUXILIARY SERVICES

Beyond the Bell Branch, MST 40G, E Basis. For information and application procedures contact **Tim Bower**, Administrator, at 213.241.7900. Filing deadline is Friday, March 29, 2013.

PERSONNEL FIELD SPECIALIST

Human Resources Division, MST 38G, Temporary Adviser, A Basis. For information and application procedures contact **Marjorie Josaphat**, Director, at 213.241.6158. Filing deadline is 5:00 p.m., Wednesday, March 27, 2013.

CLASSIFIED

CONTROLLER

Accounting and Disbursements Division, \$133,834 - \$166,733, A Basis. For information and application procedures, please click [here](#). Position is open until filled.

PRINCIPAL HR SPECIALIST

Human Resources Division, \$79,000 - \$98,000, A Basis. For information and application procedures, please click [here](#). Filing deadline is March 19, 2013.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SCHOOL FOR THE DEAF & HARD OF HEARING</i> MST 37G, B Basis	Marlton School (Division of Special Education)	Sharyn Howell , Executive Director, 213.241.6701	<u>EXTENDED TO</u> 5:00 p.m. Friday March 15, 2013
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>SENIOR PROGRAM ANALYST, JAVA</i> \$77,000 - \$95,800, A Basis	Information Technology Division	For information and application procedures, please click here	Until Filled
<i>MAXIMO BUSINESS ANALYST</i> \$34.52 - \$43.02 hourly, 10-, 11- and 12- month positions	Facilities Services Division, Maintenance and Operations	For information about the position, please click here .	Until Filled