

# UPDATE

[www.aala.us](http://www.aala.us)

Week of August 11, 2014

## OFF AND RUNNING, 2014-2015

AALA members know that within one hour of being on the job after returning from vacation it feels as though they were never gone at all. That's how it is at the beginning of this school year. The vacation (if any) was woefully short, and the workload continues unabated. Nevertheless, AALA members make the commitment to focus their energy on the needs of students, push aside distractions and ensure all goes well at their respective sites. We are eternally optimistic!

One year ago we wrote in *Update* (Week of August 5, 2013) about the reasons for optimism—the passage of Proposition 30, the promise of the Local Control Funding Formula (LCFF) and the State's improving economic picture. For years, the District had struggled with substantially diminished resources, resulting in the RIFing of thousands of hardworking employees and painful cuts to important programs for students. Last year, while the economy was showing signs of turning around, we were concerned about adequate support being provided for administrators as they worked long hours under immense pressure to implement a multitude of District initiatives, from Common Core, to the use of instructional technology, time-consuming teacher evaluations, the reduction of student suspensions and cutting the student dropout rate to zero. Administrators tend to be worriers, and we worried.

This year AALA can celebrate the achievement of last year's major priorities. Our certificated bargaining unit reached agreement with the District on our Successor Agreement, 2014-2017, which was ratified by nearly 90% of those voting. Unit J, our classified unit, ratified its reopener agreement by an astounding 95%. These agreements provided a 2% salary bonus for 2013-2014, increased members' compensation by 6.5% over the next three years, restored or improved the Basis of AALA members in many departments, improved administrator/student ratios at 100 elementary schools and at least 37 secondary schools, allowed for reopeners on compensation in upcoming years and provided for equivalent compensation should another bargaining unit strike a better compensation deal with the District. Additionally, the Health Benefits Committee, which represents the District and all bargaining units, was able to maintain health benefits for employees for another year, despite increased insurance costs.

We are pleased with these achievements but are not satisfied. AALA's priorities this year are as follows:

1. Continue improving administrator/student ratios at school sites, to ensure safety, the supervision of instruction, family engagement and accountability.
2. Negotiate fair, equitable and supportive evaluation and performance bonus systems for both certificated and classified members and a strong successor agreement for Unit J.

## IN THIS ISSUE

KNOW YOUR WEINGARTEN RIGHTS  
WHEN TO CALL AALA  
TYPES OF HEALTH INSURANCE PLANS  
JOIN AALA  
CALIFORNIA VOTERS' VIEWS  
GET OUT THE VOTE!  
KIDS COUNT  
CALSTRS  
IN MEMORIAM  
CALENDAR  
POSITIONS

## **OFF AND RUNNING (Cont.)**

3. Maintain employees' health benefits.
4. Continue reducing administrators' workload to enable them to fulfill their professional responsibilities.
5. Improve compensation levels for administrators.

Here are our hopes for the immediate future:

1. California's economy continues to improve, enabling more LAUSD parents and guardians to get good jobs, ensuring their financial security and giving them time to be engaged with the education of their children.
2. The President and Congress enact immigration reform and protect vulnerable refugees from violent conflicts in their home countries.
3. The District resolves all MiSiS issues in a timely way so schools have the smoothest of openings.
4. The Superintendent honors his commitment to back school leaders who prioritize student needs.
5. AALA members all feel energized, prepared and supported for the challenges ahead.

In the spirit of collaboration, we again offer the following suggestions to District senior staff:

- Lead with understanding and compassion, not intimidation. Banish fear from the District's culture.
- Commit to educating the whole student, not just improving the data.
- Limit the number of initiatives and directives to what is actually achievable.
- Establish a clear, single line of communication between supervisor and administrator, especially the principal.
- Model effective leadership by providing timely communication directly with AALA leadership; demonstrating an understanding that meaningful communication is a two-way street.
- Resolve personnel investigations in a more expeditious manner.

Finally, thank you, AALA members, for your commitment to the students of LAUSD. Without your hard work and persistence, no policy can be implemented effectively, no initiative is achievable. Please know that AALA is here to support you. We will listen to your concerns, follow up on your behalf and maintain your confidentiality. Feel free to call us at 213.484.2226.



Here we are again, off and running! We suggest you wear your running shoes this year. You're going to need them!

## **KNOW YOUR WEINGARTEN RIGHTS**

The Supreme Court's 1975 Weingarten decision (*NLRB v. J. Weingarten* [420 U.S. 251]) established the right of union employees to have union representation during *investigatory interviews*. An investigatory interview is one in which a supervisor questions an employee about specific conduct or obtains information that could be used as a basis for discipline.

## **RIGHTS (Cont.)**

**If your supervisor calls you to a conference, AALA urges you to ask if the conference could lead to discipline. If the answer is anything but “no,” state that you wish to have your union representative present. Asking the question is critical because the burden is on you to make the request if you believe that the interview could lead to discipline or another adverse consequence. The supervisor has no obligation to inform you of your right to union representation.**

The next step is to immediately call AALA and request representation. Certificated administrators will be represented by an AALA consultant or field representative. Unit J members will be represented by a job steward. All conversations between you and your representative are confidential. Your AALA representative will consult with you, represent you and ensure that your due process rights are respected by the District.

The union will work with District personnel to schedule the conference at a mutually convenient time. If the supervisor denies you your right to representation, this is an unfair labor practice. Politely state that you want your union representative present, and you will answer questions when s/he is with you. If the supervisor insists on conducting the conference with you alone, do not walk out because you could be accused of insubordination; stay, listen and then call AALA. You may not be disciplined for refusing to answer questions without your union representative present.

Remember that not every conference is disciplinary in nature. If the meeting is simply to communicate information, give direction or suggest improvement, this does not constitute discipline. That is why you must ask the question.

## **WHEN TO CALL AALA**

AALA staff is available to assist members confidentially with their questions or concerns either by telephone or e-mail. You should immediately contact AALA (213.484.2226) whenever you...

- are asked to attend a meeting that could lead to discipline;
- are not satisfied that you have received information from a supervisor that is accurate and/or appropriate;
- have a question related to an AALA-LAUSD contract matter;
- have called a supervisor who has not responded within 24 hours or when you receive an answer machine message during work hours;
- believe your due process rights have been violated;
- believe that an AALA position has been filled without prior advertisement;
- have a question about an assignment;
- are directed to act in a matter that you believe to be inappropriate;
- believe you have been publicly reprimanded;
- believe you have been the victim of retaliation;
- are eligible to be regularized and the District has not informed you of its decision;
- believe you may be the victim of disparate treatment;
- receive a direction from a staff member as opposed to a line supervisor; or
- wish to speak confidentially about an incident as opposed to speaking with a line supervisor.

## HEALTH BENEFITS FAQ

### **TOPIC: COMPARING TYPES OF HEALTH INSURANCE PLANS**

Are you thinking about making a change in your health plan for 2015? If so, it's a good idea to get an early start reviewing differences between types of plans offered by the District. Keep in mind that any new plan election during Open Enrollment in November locks you in for an entire calendar year. Below is an overview of the different types of plans that are available.

#### **Health Maintenance Organizations (HMOs)**

LAUSD offers a variety of HMO plans for eligible employees and retirees. HMO stands for "health maintenance organization." HMOs' coverage is limited to providers within their networks which include specific doctors, hospitals and other health care providers who provide medical services to members of a health plan. Members select a primary care physician and must get referrals to see specialists. HMOs generally have fixed copay amounts and no or low deductibles.

For active employees and retirees under 65 years of age, the District HMO plans include Kaiser Permanente, Health Net and Anthem Blue Cross Select HMO. Medicare retirees may enroll in these HMO plans—Kaiser Senior Advantage, Health Net Seniority Plus and UnitedHealthCare® Group Medicare Advantage HMO.

#### **Preferred Provider Organizations (PPOs)**

This type of health plan provides a network of doctors, medical facilities, hospitals, pharmacies and other health care providers from which you can select. You don't have to select a primary care physician (PCP) and don't need a referral to see specialists. Some PPO plans allow for out-of-network coverage. **The District no longer offers a PPO plan with out-of-network benefits** due to the prohibitive cost of premiums, but offers instead, an EPO plan that requires use of network doctors and facilities.

#### **Exclusive Provider Organizations (EPOs)**

EPO plans are sometimes called "hybrids" between PPOs and HMOs. Like HMOs, they require the use of network providers—doctors, facilities, hospitals and other health care givers. EPO plans may have larger or narrower networks than HMOs. In the District's case, the Anthem Blue Cross EPO plan has a large network of Blue Cross providers from which to choose. In California, about 98% of all physicians are included and about 80-85% of hospitals are included in the EPO plan.

#### **Difference between our District HMO plans and the Anthem Blue Cross EPO plans**

The major differences include:

- EPO plans do not require members to select a PCP nor require a referral from the PCP to receive care from a specialist.
- Our HMOs have no deductibles; the EPO deductible varies, based on whether an active employee or retiree.
- HMO physician visits have a low, fixed copay; the EPO requires 20% coinsurance per doctor visit.
- The EPO's annual out-of-pocket limit is higher than the HMO plans.

## NEW ADMINISTRATOR? JOIN AALA!!

All newly assigned certificated administrators on the Master Salary Schedule and classified administrators assigned to Unit J automatically become part of AALA's bargaining unit. However, to enjoy the full benefits and rights of membership in AALA and to have a voice on important contract provisions, such as working conditions, evaluation and salary, you must formally join AALA and become an active member.

If you have not done so, we urge you to join now. Please click on [Membership Forms](#) and fill out the three required documents for "Active Members."

## **CALIFORNIA VOTERS' VIEWS ON EDUCATION**

A recent poll conducted with California voters by the USC Rossier School of Education and Policy Analysis for California (PACE), an independent, nonpartisan research center based at Stanford, UC Berkeley and USC, found that the public has a negative impression of the Common Core State Standards (CCSS) and the current teacher tenure requirements. The poll participants took the survey online and indicated that education is the third most pressing problem facing the state. Poll results also did not bode well for State Superintendent **Tom Torlakson** in his reelection bid, nor for the possibility of new taxes to fund preschool for low-income children. More than 1,000 registered voters were questioned about a range of topics related to education last month.

Of those who had heard about the standards, 44 percent had a negative perception while only 38 percent were positive. This is an about-face from a poll taken last year. One of the USC professors conducting the study, **Dr. Julie Marsh**, said that the negativity may come from news about several states leaving the consortia that are making the tests for the standards, and also from a general lack of media attention overall in California. **Dr. David Plank**, Executive Director of PACE, attributes it to politics because Republicans staunchly oppose the standards. Voters over 65 were the most likely to oppose the Common Core, and Republicans were more likely to have negative perceptions of the standards than Democrats. "In a strongly Democratic state that has seen relatively few implementation issues, this points to a real messaging problem for advocates of the Common Core," **Dr. Morgan Polikoff**, assistant professor of education at the USC Rossier School, said in a statement.

Sixty-two percent of those polled said they agreed with the Vergara decision that found California teacher tenure, disciplinary and seniority laws violated the Constitution. Thirty-five percent said there shouldn't be a tenure system at all and 41 percent said a two-year period for tenure was too short. The poll also showed that 68% agreed that the state should do away with the seniority policy that requires the newest K-12 teachers be laid-off first, regardless of merit.

Only 41 percent of the voters were willing to pay a small tax increase to fund preschool, yet 62 percent supported using public funding for it. In the election for State Superintendent, the majority (57%) of those polled had not made up their minds, while 27 percent of the remaining voters were supportive of Tom Torlakson.



## GET OUT THE VOTE! ELECTION DAY IS AUGUST 12!

Join AALA, UTLA, CSEA, School Police, other unions and current Board members **Bennett Kayser**, **Mónica Ratliff** and **Steve Zimmer** in supporting **Dr. George McKenna**. If you live in District 1, which stretches from the west side to mid-city to South Los Angeles, exercise your right to vote and encourage your friends and neighbors to do so as well!



### **KIDS COUNT**

For the last twenty-five years, the Annie E. Casey Foundation has published the *KIDS COUNT Data Book*, which tracks the well-being of children throughout the country and within each state. The report, released last month, ranks children in 16 subsets of four categories: 1) Economic Well-being; 2) Education; 3) Health; and 4) Family and Community. Using data from the U.S. Census Bureau, the CDC and other federal agencies, it found that the country's children are improving in 10 of the subsets, particularly in the categories of education and health. However, the percent of children living in poverty is climbing, as is the number of those living with parents in unstable jobs.

Overall, California ranked number 40 out of the 50 states. It was in 48<sup>th</sup> place in economic well-being; 39<sup>th</sup> in education; 26<sup>th</sup> in health; and 43<sup>rd</sup> in family and community. States earning a lower ranking than California are Alabama, Arizona, Arkansas, Georgia, Louisiana, Mississippi, Nevada, New Mexico, South Carolina and Texas. Massachusetts, Vermont and Iowa were the top three states.

Much has changed in the United States in the twenty-five years since the *Data Book* was first published. The nation's child population has grown more than 10 million and the percentage of Latino children has doubled. This year's report finds that by 2018, children of color will be the majority as is the current status in California. Research has shown that children of color are more likely to be born into poverty, have fragile families and live in communities where jobs are scarce and violence is prevalent. Despite this, there has been some improvement in the numbers of children in early education programs and those graduating from high school and in reading and math scores. Some gains have been made in child health and safety, decreasing the rates of death due to alcohol and drug use, vehicle and bicycle accidents. More children have health insurance, albeit most from public programs.

The Foundation initiated the annual report in hopes that it would raise public awareness and shape policy to ensure that all children would have the opportunity to thrive. The report presents examples of policy changes that have led to improvements in hopes that they can be replicated, because, as President and CEO **Patrick T. McCarthy** concludes, "Improving outcomes for all children is essential for our nation to remain strong, stable and globally competitive."

You may access the entire report at [www.aecf.org](http://www.aecf.org).

## CALSTRS OPENS MEMBER SERVICE CENTER

CalSTRS opened a Member Service Center in Irvine last month. This is the second center to open in Southern California; the other is in Glendale. Members can make appointments to see counselors, drop off forms, attend workshops and obtain other assistance. The center is located at 2010 Main Street, Suite 750, in Irvine and is open from 9:00 a.m. to 5:00 p.m., Monday through Friday. Call 800.228.5453 for further information.

## IN MEMORIAM

**THOMAS MACCALLA**—Former principal at View Park and Whitman continuation high schools and assistant principal at Holmes, Berendo and Portola middle schools and Taft and Hamilton high schools. Tom retired from the District on July 1, 2001, and passed away in Ojai on August 5, 2014. A memorial service will be held in September at the Unitarian Universalist Church of Ventura, 5654 Ralston Street, Ventura, CA 93003, 805.644.3898.

## CALENDAR

EVENT	DATE	CONTACT
<b>C Basis Begins</b> - Pupil Free Day	August 11, 2014	
<b>ELECTION DAY</b>	August 12, 2014	
<b>First Day of Instruction</b>	August 12, 2014	
<b>CalPERS Webinar: Retirement Planning Checklist</b>	August 27, 2014 11:00 a.m. – 11:30 a.m.	<a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
Retirement Reception for <b>Javier Sandoval</b> at Taix French Restaurant	August 27, 2014 5:00 p.m.	<b>Dr. Victor Gonzalez</b> , 213.241.3107 or <a href="http://bit.ly/JSRetires">http://bit.ly/JSRetires</a>
<b>Admissions Day Observed</b>	August 29, 2014	
<b>LABOR DAY</b>	September 1, 2014	
<b>SHSPO &amp; MSPO Meeting</b> at Pickwick Gardens <b>(Required)</b>	September 3, 2014 7:30 a.m.	<b>Luis Rodriguez</b> , 818.673.1300 or <a href="mailto:luis.x.rodriguez@lausd.net">luis.x.rodriguez@lausd.net</a>
<b>SHSOPO Meeting</b> at Bernstein HS	September 4, 2014 1:30 p.m.	<b>Jason Camp</b> , 818.881.7737 or <a href="mailto:Jason.camp@lausd.net">Jason.camp@lausd.net</a>
<b>TeamHEAL Afternoon of Jazz</b> at Wilshire Country Club	September 6, 2014 2:00 p.m. – 7:00 p.m.	<b>Nicole Levitt</b> , 310.930.1858 or <a href="mailto:nicole@ewamllc.com">nicole@ewamllc.com</a>
<b>AALA Executive Board Meeting</b>	September 8, 2014 4:30 p.m.	<b>Gema Pivaral</b> , 213.484.2226 or <a href="mailto:gpivaral@aala.us">gpivaral@aala.us</a>
<b>EAPISO Meeting</b> at Pickwick Gardens <b>(Required)</b>	September 11, 2014 7:30 a.m.	<b>Dr. Sylvester Harris</b> , 323.268.8508 or <a href="mailto:sylvester.harris@lausd.net">sylvester.harris@lausd.net</a>
<b>MSAPISO &amp; SHAPISO Meeting</b> at Pickwick Gardens <b>(Required)</b>	September 11, 2014 12:30 p.m.	<b>Martha Valencia</b> , 323.826.1500 or <a href="mailto:mlv3216@lausd.net">mlv3216@lausd.net</a> ; <b>Juanita White-Holloman</b> , 323.227.4400 or <a href="mailto:jdw9998@lausd.net">jdw9998@lausd.net</a>

EVENT	DATE	CONTACT
<b>OMA Meeting</b> in the Board Room at Beaudry	September 17, 2014 8:00 a.m.	<b>Dr. Kevin J. Baker</b> , 213.241.8642 or <a href="mailto:kevin.baker@lausd.net">kevin.baker@lausd.net</a>
<b>AALA Fall Reception</b> at The Center at Cathedral Plaza	September 17, 2014 4:30 p.m. – 7:30 p.m.	<b>Cathy Vacca</b> , 213.484.2226 or <a href="mailto:cvacca@aala.us">cvacca@aala.us</a>
<b>EPO Meeting</b> at Pickwick Gardens <b>(Required)</b>	September 19, 2014 7:30 a.m.	<b>Jose Rodriguez</b> , 323.224.9574 or <a href="mailto:jmr7481@lausd.net">jmr7481@lausd.net</a>
<b>CalPERS Webinar:</b> <i>Your Retirement Options &amp; Online Application</i>	September 24, 2014 10:30 a.m. – 11:30 a.m.	<a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a>
<b>Unassigned Day</b>	September 25, 2014	

## POSITIONS AVAILABLE

***Note to Applicants:*** Please be advised that you are responsible for making sure all the District requirements have been met. Do not contact AALA for information regarding positions; for detailed requirements for positions and employment updates use the contact phone number provided in the announcement or visit the District website at <http://www.lausdjobs.org> (classified) or [http://teachinla.com/admin\\_vacancies/](http://teachinla.com/admin_vacancies/) (certificated). Employees who change basis during the school year may not earn a full year of service credit and annualized employees who change their basis during the year may sustain an annualized settlement.

### **CERTIFICATED, SCHOOL-BASED**

#### ***PRINCIPAL, CONTINUATION HIGH SCHOOL***

**London Continuation and Community Day School, Educational Options Programs, MST 42G, E Basis.** For information and application procedures, please contact **Karen O’Riley**, Director, at [karen.oriley@lausd.net](mailto:karen.oriley@lausd.net). Application deadline is Monday, August 18, 2014.

#### ***PRINCIPAL, ELEMENTARY***

**10<sup>th</sup> Street Elementary School, ESC East, MST 42G, E Basis.** For information and application procedures, please contact **Dr. Chiae Byun-Kitayama**, Instructional Director, at 323.224.3100. Application deadline is 5:00 p.m., Friday, August 15, 2014.

**118<sup>th</sup> Street Elementary School, ESC South, MST 42G, E Basis.** For information and application procedures, please contact **Tina Choyce**, Instructional Director, at 310.354.3400. Application deadline is 5:00 p.m., Wednesday, August 20, 2014.

**Chatsworth Park Elementary School, ESC North, MST 40G, E Basis.** For information and application procedures, please contact **Dr. Sue Klein**, Instructional Director, at 818.654.3600. Application deadline is 5:00 p.m., Tuesday, August 19, 2014.

**West Hollywood Elementary School, ESC West, MST 40G, E Basis.** For information and application procedures, please contact **Pamela Marton**, Instructional Director, at 310.914.2100. Application deadline is 5:00 p.m., Monday, August 18, 2014.



## ***PRINCIPAL, ELEMENTARY***

**Windsor Hills Math/Science Aerospace Magnet Elementary School, ESC West, MST 42G, E Basis.** For information and application procedures, please contact **Scott Whitbeck**, Instructional Director, at 310.914.2100. Application deadline is 5:00 p.m., Friday, August 15, 2014.

## ***INSTRUCTIONAL SPECIALIST***

**San Fernando Middle School, ESC North, MST 40G, Temporary Adviser, B Basis.** For information and application procedures, please contact **Scott Braxton**, Instructional Director, at 818.654.3600. Application deadline is 5:00 p.m., Wednesday, August 20, 2014.

**107<sup>th</sup> Street and Woodcrest Elementary Schools, ISIC, MST 38G, B Basis (may be assigned as an assistant principal).** For information and application procedures, please contact **Carlen Powell**, Instructional Director, at 213.241.0100. Application deadline is 5:00 p.m., Thursday, August 14, 2014.

## ***INSTRUCTIONAL SPECIALIST, TSP***

**Bravo Medical Magnet, ESC East, MST 41G, B Basis.** For information and application procedures, please contact **Dr. Darnise R. Williams**, Instructional Director, at 323.224.3100. Application deadline is 5:00 p.m., Wednesday, August 20, 2014.

**Burroughs Middle School, ESC West, MST 40G, B Basis.** For information and application procedures, please contact **Dr. Felipe Velez**, Instructional Director, at [felipe.velez@lausd.net](mailto:felipe.velez@lausd.net) or 310.914.2100. Application deadline is 5:00 p.m., Monday, August 18, 2014.

**Huntington Park High School, ISIC, MST 41G, B Basis.** For information and application procedures, please contact **Dr. Shawn Bird**, Instructional Director, at 213.241.0100. Application deadline is 5:00 p.m., Monday, August 18, 2014.

## **CERTIFICATED, NON-SCHOOL-BASED**

### ***ADMINISTRATOR, PROGRAM & SYSTEM MANAGEMENT***

**Division of Special Education, MST 43G, Temporary Adviser, A Basis.** For information and application procedures, please contact **Veronica Smith**, Director, at 213.241.6701. Application deadline is 5:00 p.m., Friday, August 15, 2014.

### ***SPECIALIST, INTENSIVE INSTRUCTION***

**Division of Special Education, MST 38G, Temporary Adviser, E Basis, 2 positions.** For information and application procedures, please contact **Sharyn Howell**, Executive Director, at 213.241.6701. Application deadline is 5:00 p.m., Friday, August 15, 2014.

## **CLASSIFIED**

### ***SENIOR DESIGN NETWORK ENGINEER***

**Information Technology Division, \$98,700 - \$140,600, A Basis.** For information and application procedures, please click [HERE](#). Application deadline is Thursday, August 21, 2014.

**COORDINATOR OF POLICY RESEARCH AND DEVELOPMENT**

**Office of Data and Accountability, \$91,800 - \$113,600, A Basis.** For information and application procedures, please click [HERE](#). Application deadline is Thursday, August 14, 2014.

**SUPERVISING INVESTIGATOR**

**Office of the Inspector General, \$88,650 - \$107,550, A Basis.** For information and application procedures, please click [HERE](#). Application deadline is Tuesday, August 26, 2014.

**PREVIOUSLY ANNOUNCED POSITIONS**

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Albion ES, ESC East	<b>Julie Gonzalez,</b> Instructional Director, 323.224.3100 or <a href="mailto:julie.gonzalez@lausd.net">julie.gonzalez@lausd.net</a>	5:00 p.m. Friday August 8, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 43G, E Basis	Evergreen ES, ESC East	<b>Maria S. Martinez,</b> Instructional Director, 323.224.3100 or <a href="mailto:m.s.martinez@lausd.net">m.s.martinez@lausd.net</a>	5:00 p.m. Friday August 8, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 42G, E Basis	Park Western Place ES, ESC South	<b>Gina Ellis,</b> Elementary Instructional Director, 310.354.3400	5:00 p.m. Friday August 8, 2014
<i>INSTRUCTIONAL SPECIALIST,</i> <i>TSP</i> MST 40G, B Basis	Sutter MS, ESC North	<b>Dr. Margaret Kim,</b> Instructional Director, 818.654.3600 or <a href="mailto:margaret.kim@lausd.net">margaret.kim@lausd.net</a>	5:00 p.m. Friday August 8, 2014
<i>INSTRUCTIONAL SPECIALIST</i> MST 40G, B Basis	Huntington Park HS, ISIC	<b>Dr. Shawn Bird,</b> Instructional Director, 213.241.0100	5:00 p.m. Tuesday August 8, 2014
<i>INSTRUCTIONAL SPECIALIST,</i> <i>TSP</i> MST 37G, B Basis	Huntington Drive ES, ESC East	<b>Francisco Gonzalez,</b> Instructional Director, 323.224.3100	5:00 p.m. Friday August 8, 2014
<i>PRINCIPAL, SECONDARY</i> MST 45G, A Basis	Charles Drew MS, ISIC	<b>Dr. L. Gail Garrett,</b> Instructional Director, 213.241.0100	<u>EXTENDED</u> Monday August 11, 2014
<i>INSTRUCTIONAL SPECIALIST,</i> <i>TSP</i> MST 40G, B Basis	Markham MS, Partnership L.A.	Please visit <a href="http://www.partner-shipla.org/Careers">www.partner-shipla.org/Careers</a> or call 213.201.2000, ext. 248	<u>EXTENDED</u> Monday August 11, 2014
<i>PRINCIPAL, SMALL SCHOOL</i> MST 42G plus stipend, E Basis plus additional days	MST Magnet Academy at Roosevelt HS, Partnership L.A.	<b>Margery Weller,</b> Recruiting Manager, 213.201.2000, ext., 248	Tuesday August 12, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Bushnell Way ES, ESC East	<b>Celia Ripke,</b> Instructional Director, 323.224.3100	5:00 p.m. Tuesday August 12, 2014

# Associated Administrators of Los Angeles

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Murchison ES, ESC East	<b>Julie Gonzalez</b> , Elementary Instructional Director, 323.224.3100 or <a href="mailto:julie.gonzalez@lausd.net">julie.gonzalez@lausd.net</a>	5:00 p.m. Tuesday August 12, 2014
<i>INSTRUCTIONAL SPECIALIST</i> MST 41G, B Basis	Fremont HS, ISIC	<b>Dr. L. Gail Garrett</b> , Instructional Director, 213.241.0136	5:00 p.m. Tuesday August 12, 2014
<i>SPECIALIST, K-12 ENGLISH LEARNER COMPLIANCE</i> MST 38G, E Basis	OCISS	Please visit <a href="http://teachinla.com/admin_vacancies/">http://teachinla.com/admin_vacancies/</a> .	5:00 p.m. Tuesday August 12, 2014
<i>SPECIALIST, ENGLISH LEARNER INSTRUCTION, SEC.</i> MST 38G, E Basis	OCISS	Please visit <a href="http://teachinla.com/admin_vacancies/">http://teachinla.com/admin_vacancies/</a> .	5:00 p.m. Tuesday August 12, 2014
<i>INSTRUCTIONAL SPECIALIST</i> MST 37G, B Basis	Perez Career and Transition Center, Div. of Special Ed.	<b>Michael J. Terry</b> , Principal, 323.269.0681 or <a href="mailto:mterry@lausd.net">mterry@lausd.net</a>	5:00 p.m. Tuesday August 12, 2014
<i>SPECIALIST, TEACHER QUALITY AND STAFFING</i> MST 37G, A Basis	Human Resources Division	<b>Marjorie Josaphat</b> , Director, 213.241.6158	<u>EXTENDED</u> 5:00 p.m. Tuesday August 12, 2014
<i>PRINCIPAL, SECONDARY</i> MST 45G, E Basis	Nightingale MS, ESC East	<b>David Downing</b> , Instructional Director, 323.224.3100	<u>EXTENDED</u> 5:00 p.m. Wednesday August 13, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 40G, E Basis	Osceola ES, ESC North	<b>Eva N. Garcia</b> , Instructional Director, 818.654.3600	5:00 p.m. Thursday August 14, 2014
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Tulsa ES, ESC North	<b>Dr. Sue Klein</b> , Instructional Director, 818.654.3600	5:00 p.m. Friday August 15, 2014
<i>INSTRUCTIONAL SPECIALIST, TSP</i> MST 40G, B Basis	Cesar Chavez LA – Teacher Preparation Academy, ISIC	<b>Elizabeth Beltran</b> , Principal, 818.837.6428	5:00 p.m. Friday August 15, 2014
<i>INSTRUCTIONAL SPECIALIST, TSP</i> MST 40G, B Basis	Cesar Chavez LA – Arts/Theatre/Ent. Magnet, ISIC	<b>John Lawler</b> , Principal, 818.837.6428 or <a href="mailto:jlawler@arteshs.org">jlawler@arteshs.org</a>	5:00 p.m. Friday August 15, 2014
<i>INSTRUCTIONAL SPECIALIST, TSP</i> MST 38G, B Basis	Montara Avenue STEM Magnet ES, ESC South	<b>Juana Cortez</b> , Principal, at 323.567.1451	5:00 p.m. Friday August 15, 2014
<i>PRINCIPAL, SECONDARY</i> MST 43G, A Basis	Horace Mann MS, ISIC	<b>Ileana M. Davalos</b> , Instructional Director, 213.241.0100	<u>EXTENDED</u> Monday August 18, 2014

# Associated Administrators of Los Angeles

<b>CERTIFICATED POSITION</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<i>SPECIALIST, ARTS INTEGRATION MST 38G, E Basis</i>	ESC South	Please visit <a href="http://teachinla.com/admin_vacancies/">http://teachinla.com/admin_vacancies/</a> .	<u>EXTENDED</u> 5:00 p.m. Wednesday August 20, 2014
<b>CLASSIFIED POSITION</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<i>ASSISTANT GENERAL COUNSEL II (SPECIAL ED.) \$143,200 - \$154,700, A Basis</i>	Office of the General Questions	Please click <a href="#">HERE</a> .	Thursday August 14, 2014