

UPDATE

www.aala.us

Week of October 5, 2015

IT'S CALIFORNIA'S TURN!

The time has come for the District's next superintendent to be from California! The previous superintendents from Florida, Colorado, Virginia, and Prince George's County have produced a mixed-bag of results for the District at best! Besides, the proof is in the pudding with **Superintendent Cortines**. This is his third tour of duty with the Los Angeles Unified School District and, by all accounts and Google searches, he is a Californian!

AALA is wondering about the status of the current superintendent selection process. A head-hunter firm was selected by the Board of Education with much pomp, circumstance, and hullabaloo. This has now been followed by a deafening thud of what appears to be inaction, and the hope is this is not the lull before the selection storm! Besides the importance of selecting a superintendent who understands the cultural and highly political climate of Southern California, it is imperative that he/she comes with sanctioned credentials we all recognize. Desirable certifications include a valid teaching credential, an authorization to teach English Learners, an administrative credential, and a doctoral degree from an accredited and regulated university. It is less than desirable for the next superintendent to emanate from an unaccredited academy or foundation.

The District's Human Resources Division has long espoused that past behaviors predict future behaviors. With this in mind, some of the finest and most successful District administrators have demonstrated their muster via the effective promotional examination process and assessment centers the District had in yester-year. This is a great opportunity for the District to dust-off the Training and Experience Behavioral Dimensions that were previously used to rate administrators. They are, in order of importance:

- ✓ **Extra-Organizational Sensitivity:** Perceiving the impact and implications of decisions on community groups and leaders; understanding of and sensitivity to various ethnic, cultural, linguistic, and special-needs groups.
- ✓ **Judgment:** Developing alternative courses of action and making decisions which reflect factual information, are based on logical assumptions, and take organizational resources into consideration.
- ✓ **Leadership and Influence:** Utilizing appropriate interpersonal styles and methods in guiding individuals and groups toward task accomplishment; building cohesiveness, cooperation, and collaboration among stakeholder groups; facilitating group processes and the resolution of conflict.
- ✓ **Instructional Leadership:** Combining knowledge of instructional methods with an appropriate, collaborative interpersonal style to systematically assess needs; develop and implement an instructional program that fully responds to identified needs and goals and monitor its effectiveness.

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SUPERINTENDENT (Cont.)

- ✓ **Initiative and Innovativeness:** Self-starting rather than passively accepting; taking action to achieve goals beyond what is necessarily called for; originating action; developing unique and creative solutions to complex problems.
- ✓ **Planning and Organizing:** Establishing a course of action for self and others to accomplish specific goals; planning the proper assignment of personnel and the effective allocation of resources to meet the needs of every student.

The Los Angeles Unified School District will **NOT** experience an effective general superintendent unless she or he possesses sterling extra-organizational sensitivity and judgment, the first two of the dimensions listed on the previous page. The subsequent behavioral dimensions have little merit without sensitivity and judgment. AALA wants to know the next superintendent's extra-organizational sensitivity:

- ✓ How will you ensure District enrollment continues growing while countering attacks by billionaires and special interest groups on public education and LAUSD?
- ✓ How do you plan to strengthen and replicate effective programs and approaches the District currently practices?
- ✓ How will you guarantee funding for lifetime health benefits for current and future retirees?
- ✓ How will you communicate your mission, vision, values, beliefs, and assumptions to administrators at every level of the organization?
- ✓ How will you make your decision-making public and transparent to pass the factual and logical tests while taking organizational resources into consideration?
- ✓ How will you create a culture of fairness and equity that is transparent to employees, students, and parents?
- ✓ How will you demonstrate your commitment to advancing equity, social justice, and school reform?

AALA looks forward to having a firm and equitable voice in the process to select the next superintendent. Every constituency counts! Ultimately, and at the end of the day, it is the superintendent's "field generals" (a.k.a. every certificated and Unit J member of AALA) who will carry forward his/her mission and vision!

NONDISCRIMINATION NOTICE

AALA thanks Julie Hall-Panameño, Director, for providing his information.

The Los Angeles Unified School District is committed to providing a safe working and learning environment, free from discrimination, harassment, intimidation, and bullying. Federal and state law and the California Education Code mandate that the District annually publish and disseminate nondiscrimination notices. The memorandum *Nondiscrimination Required Notices and Ordering of Student Brochures* ([MEM-5818.3]) is issued annually as a reminder to schools and offices to publish and disseminate the required "Nondiscrimination Statement" and "Sexual Harassment Policy" posters, as well as, "Title IX and Nondiscrimination" and "Section 504 and Students with Disabilities" student brochures to employees and students. For assistance or additional information, please contact the Educational Equity Compliance Office (students) at 213.241.7682 or the Equal Employment Opportunity Section (employees) at 213.241.7685.

HEALTH BENEFITS FAQ: FLU SHOTS ARE NOW AVAILABLE—GET IMMUNIZED EARLY

When is flu season?

In the United States, epidemics of seasonal flu occur each year. At this time, flu activity is low, but outbreaks can happen as early as October and last through May. According to the Centers for Disease Control, flu causes millions of illnesses, hundreds of thousands of hospitalizations, and thousands of deaths every season.

Why do I need a flu vaccination every year?

You need a flu vaccination every year for two reasons. First, since the body's immune response from vaccination declines over time, an annual vaccine is needed for optimal protection. Second, flu viruses are constantly changing, and the vaccine is updated to keep up with changing flu viruses. For the best protection, everyone 6 months and older should get vaccinated annually.

Are there people who shouldn't get vaccinated?

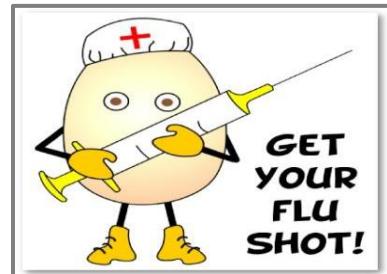
Yes, those who are younger than 6 months or who have previously had severe, life-threatening allergies to the vaccine or to any ingredient in the vaccine should not get the vaccine. Also, those who are currently experiencing a moderate to severe illness or have a history of Guillain-Barre Syndrome should avoid it. Individuals with egg allergies require special consideration. In all of these cases, people should consult their doctor.

What special considerations should those with egg allergy observe?

People who have ever had a [severe allergic reaction to eggs](#) can get the [recombinant flu vaccine](#) (Flublok®, which is not made with eggs) if they are 18 years and older or they should get the regular flu shot (IIV) given by a medical doctor with experience in management of severe allergic conditions. People with even a mild allergic reaction should consult their doctor about vaccine safety.

Does flu vaccine work right away?

No. It takes about two weeks after vaccination for antibodies to develop in the body and provide protection against the influenza virus infection. That's why it's better to get vaccinated early in the fall, before the flu season really gets under way.



Are there potential side effects from the vaccination?

Yes, some people may experience minor side effects. These may include soreness, redness, or swelling at the shot site, low grade fever, and/or aches. Keep in mind that the viruses in the flu shot are killed, so that you cannot catch the flu from the vaccination.

Where can I get a flu vaccine?

Members of Anthem Blue Cross (EPO and HMO), Health Net, and UnitedHealthcare should contact their primary care physician about getting a flu shot. Kaiser members may walk into a seasonal flu shot clinic. Clinic locations are available on the Kaiser Permanente website.

Additional information about the flu shot is available at the following websites:

<http://www.cdc.gov/flu/protect/keyfacts.htm> and [Vaccination: Who Should Do It, Who Should Not.](#)

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NOW MATTERS LATER!



As you are probably aware, the District recently announced a campaign to make students and parents more aware of the dangers of sexting, which is defined as producing, posting, or sending of sexually-explicit images and language via the Internet and social media. Many resources, including posters, videos, and lessons have been made available for both elementary and secondary students and are located here: <http://achieve.lausd.net/nomatterslater>. Principals are reminded that each school's Positive Behavior Support Team should be meeting to determine a timeline and method for implementation of the program. For more information, please contact **Holly Priebe-Diaz** or **Dr. Judy Chiasson** at 213.241.5337.

MORE THAN A MEAL CAMPAIGN – ONE MONTH REMAINING

The clock is ticking as we continue to address two milestones in the *More Than A Meal* Campaign. On **September 30, 2015**, students' prior year meal eligibility expired. Students at many schools with missing or incomplete meal applications shifted to full pricing even if their previous eligibility was free or reduced-price meals. The only way to address this is to obtain a new completed application.

The second milestone is **October 23, 2015**. On this date, the District will capture its LCFF count used to determine funding from the California Department of Education. Even families who do not want to participate in the meal program should be encouraged to complete the application to ensure the District receives an accurate share of the state revenue. They can check a box which indicates that they do not want to participate in the meal program.

As of September 22, 2015, the District had collected approximately 68% of the meal applications for enrolled students. This is an increase of 9% from the prior week and is the result of hard work by teams at each school. The District is asking school staff members to continue to focus on missing applications and incomplete applications. The number of incomplete meal applications continues to grow and currently, there are about 12,000. They are being returned to cafeteria managers daily with errors and omissions highlighted.

Administrators are encouraged to have staff regularly run MISIS reports to collect information about missing and incomplete applications and work with families to ensure that by October 23, accurate eligibility data has been captured. A *Principal's Toolkit* with many useful materials designed to help schools educate parents about the campaign can be found here: <http://bit.ly/mtamtoolkit>.

For more information about the *More Than A Meal* Campaign, contact **Rochelle Hardemion-Jackson** at 213.241.4113, **Robert Whitman** at 213.241.8310, or **Antonio Plascencia** at 213.241.6870. For questions about meal applications, contact **Patricia Millender** at 213.241.3002 or call your Area Food Services Supervisor.

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LOCAL DISTRICT TECHNOLOGY LIAISONS

One of the major goals of the Information Technology Division (ITD) for the 2015-2016 school year is to provide exceptional IT support to schools and offices. The creation of a new role, Local District Technology Liaison, is a key component to meeting this goal. Six positions have been created with one located in each Local District Office.

By housing a liaison at each Local District Office, ITD will become more aware of what schools require, so that critical services may be delivered more efficiently and effectively. Through the IT Customer Support Branch, liaisons will facilitate efficient resolution of schools' IT concerns and issues. Additionally, liaisons will analyze opened school-site tickets, coordinate repairs, identify trends, expedite service delivery, and work with principals and administrators to aid in technology plan development. Administrators are encouraged to work with their designated liaison to verify accuracy of information in MiSiS and to rapidly resolve any issues that have arisen, particularly with attendance reporting. The liaisons are assigned as follows:

Name	Local District	Cell Phone	E-Mail
Tom Castillo	Central	213.545.4283	Tom.Castillo@lausd.net
Patrick Hume-Dawson	South	323.371.9347	Patrick.Humedawson@lausd.net
Phillip Lucero	Northeast	323.219.9772	Phillip.Lucero@lausd.net
Marvin Nunez	East	213.444.8869	Marvin.Nunez@lausd.net
Jacqueline Samuels	Northwest	213.407.8921	Jmann5@lausd.net
Jamie Campbell	West	323.376.9635	Jamie.Campbell@lausd.net

WHAT IS A JOB STUDY?

AALA thanks **Marilyn Fuller**, Manager, Personnel Research and Analysis, for writing this article.

A job study (classification study) determines the most appropriate salary level and classification based on a thorough analysis of various position factors, such as, but not limited to, duties, scope, and complexity of work, and supervision received and provided. Nonschool-based certificated administrator salaries are established by Human Resources (HR) Division, and job studies are performed when requested by a division administrator, if there has been a major change in complexity of the work, since the last salary setting. School-based certificated administrator compensation levels for principals and assistant principals are set annually by the School-Based Administrator Compensation Plan (SBACP). The latest SBACP is available by clicking [HERE](#).

A division administrator overseeing a nonschool-based position may request a job or classification study by submitting the following materials to HR:

- *Job Study Request Memo* detailing the justification for the job study request, changes to the position, the duties of the positon, and how the duties fit in the mission of the department.
- *Position Information Form (PIF)* documenting the main functions and duties of the position.

To adhere to CalSTRS requirements, the position information is reviewed to assess whether the position meets the Education Code (22119.5) definition of creditable service. If it is determined that the position is certificated and performing creditable service, requests are reviewed by the Freeze Committee to determine whether or not to proceed with a job study. If approved by the Freeze Committee, HR staff will conduct the study of the position.

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JOB STUDY (Cont.)

As part of the job study process, HR staff will analyze the information provided in the PIF and gather additional information, if necessary, through meetings with the incumbent(s) and supervisor(s). HR will then prepare recommendations and forward to the Freeze Committee for approval.

Job study requests **may be** considered for the following reasons:

- The incumbent is performing duties or functions that are beyond the position's assigned duties
- Change in the complexity of work

Job study requests are **not** considered based on the following reasons:

- Volume of work
- Diligence or overtime work
- Personal qualifications that exceed the minimum position requirements
- Length of service with the District
- Individual employee qualifications or how well a worker performs his/her job
- Number of hours an employee is assigned to work in an assignment
- How much an employee currently earns
- The employee is not on A basis

At the present time, **Superintendent Cortines** has placed a hold on conducting any job or classification studies, as the District is still facing significant budget deficits in future years.



the WHITE HOUSE INITIATIVE ★★★★★

During Hispanic Heritage Month, the [White House Initiative on Educational Excellence for Hispanics](#) has been recognizing the [progress Latinos are making in education](#), the condition of [Latinas in the U.S.](#), [Bright Spots](#) moving Hispanic education forward, and the contributions made by the [Obama Administration](#). This week, in keeping with the theme “Latinos Teach,” the Initiative has launched the [#LatinosTeach](#) online campaign from September 28 to October 2, 2015.

The #LatinosTeach online campaign includes a [video](#) recorded by **Dr. Jill Biden** and **Erica Castro**, wife of U.S. Secretary of Housing and Urban Development **Julián Castro**, both of whom are teachers themselves. In the video they encourage Latino teachers to tell their story and ask others to share the story of a Latino teacher in their lives, using the hashtag #LatinosTeach. In addition, the Initiative is featuring [profiles](#) of Latino educators to demonstrate that there are dedicated professionals in schools throughout the nation who are educating our young people and serving as role models through their careers.

Although nearly one in four public school students in America is Hispanic, fewer than one in 10 teachers (about 8 percent) is Hispanic. Research shows us that the quality of a student's teacher is the single most influential in-school factor in academic achievement and future life outcomes. As the Hispanic population grows, it is important to have a [teaching workforce](#) that reflects the changing student population to meet the demands of our increasingly diverse nation. To see the Latino teacher

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TEACHERS (Cont.)

profiles and for more information about Bright Spots in Hispanic Education supporting the educational attainment and achievement of students, visit www.ed.gov/HispanicInitiative.

PRINCIPAL FOR A DAY

The [L.A. Chamber](#) is hosting its annual marquee education event, *Principal for a Day*, on Friday, October 16, 2015, and is seeking LAUSD principals to participate. *Principal for a Day* brings high profile business leaders to shadow LAUSD principals in hopes of jump-starting partnerships. The event gives business and community leaders firsthand experience in public schools and encourages them to begin thinking of ways they can help students be better prepared for college and the workforce. Much more than a symbolic gesture, *Principal for a Day* helps to deepen the business community's appreciation for the work of school administrators and has become a powerful catalyst for creating meaningful partnerships. Registration for principals is open until this Friday, October 2, 2015. Please click here for registration information: [Principal for a Day](#).

CALENDAR

EVENT	DATE	CONTACT
BREAST CANCER AWARENESS, BULLY PREVENTION, CULTURAL DIVERSITY, DOMESTIC VIOLENCE AWARENESS, DISABILITY AWARENESS, FILIPINO AMERICAN HISTORY, LGBT HISTORY AND SUBSTANCE ABUSE PREVENTION MONTH		
Application Period for Magnet and PWT Programs	October 1 – November 13, 2015	213.241.4177 or eChoices.lausd.net
Phi Delta Kappa Dinner Meeting at the University Club at USC	October 2, 2015 5:30 p.m.	Dr. Lisa Regan, lisa.regan@lausd.net
Dinner Reception for Dr. George McKenna at Drago Centro Restaurant	October 4, 2015 6:00 p.m. – 8:00 p.m.	Tresa McCoy, 310.487.6954 or tresa.mccoy24@gmail.com
Linked Learning Informational Meeting at Orthopaedic HS	October 5, 2015 4:30 p.m. – 6:30 p.m.	Linked Learning Office, 213.241.8720
Linked Learning Informational Meeting at Sylmar HS	October 6, 2015 4:30 p.m. – 6:30 p.m.	Linked Learning Office, 213.241.8720
MSPO Meeting at Orthopaedic High School	October 7, 2015 7:30 a.m. – 12:00 p.m.	Dr. Deborah Wiltz , 818.394.4300 or dwiltz@lausd.net
SHSPO Meeting at Los Angeles City College, Student Union MPR	October 7, 2015 7:30 a.m. – 12:00 p.m.	Eric Davidson , 310.914.3500 or eric.davidson@lausd.net
SHSOPO Meeting at Bernstein HS	October 8, 2015 7:30 a.m. – 11:30 a.m.	Victorio Gutierrez , 323.292.0331 or vgutie1@lausd.net
AALA Representative Assembly Meeting	October 8, 2015 4:30 p.m.	Gema Pivaral , 213.484.2226
ASPO Meeting at East Los Angeles Skills Center	October 9, 2015 8:00 a.m.	Clif de Cordoba , 213.626.7151 or cdecordo@lausd.net
Models of Pride Conference at USC	October 10, 2015 9:00 a.m.	Binh Nguyen , 213.241.7682 or www.modelsofpride.org

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EVENT	DATE	CONTACT
AMAE 50 Years of Service Celebration at La Plaza de Cultura y Artes	October 10, 2015 4:00 p.m. – 9:00 p.m.	310.251.6306 or losangeles-amae@sbcglobal.net
Columbus Day Discoverers' Day	October 12, 2015	
Linked Learning Informational Meeting at Roosevelt HS	October 13, 2015 4:30 p.m. – 6:30 p.m.	Linked Learning Office, 213.241.8720
ACSA-R Fall Luncheon at Taix Restaurant	October 14, 2015 11:30 a.m.	Mike Perez , mperez@aala.us
Cheremoya Avenue ES 100th Anniversary Celebration	October 16, 2015 1:00 p.m. – 4:30 p.m.	Stephen Salva , SES8079@lausd.net
L.A. Chamber's Principal for a Day	October 16, 2015	Principal for a Day
ITD Job Fair at Beaudry, 14th Floor	October 17, 2015 8:00 a.m.	Steve Lahamjian , steve.lahamjian@lausd.net
OEECA Meeting at Beethoven EEC	October 19, 2015 9:00 a.m. – 11:30 a.m.	Obioma Uche , oiu9972@lausd.net
AALA Alumni Luncheon at Maggiano's at The Grove	October 21, 2015 11:30 a.m.	Gema Pivaral , 213.484.2226
School Bus Drivers Appreciation Day	October 22, 2015	
CalSTRS Pre-Retirement Workshop at Meyler ES, Auditorium	October 22, 2015 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS

ADVANCE YOUR CAREER WITH AN ED.D. IN EDUCATIONAL LEADERSHIP FOR SOCIAL JUSTICE FROM LOYOLA MARYMOUNT UNIVERSITY'S SCHOOL OF EDUCATION

As the highest level practitioner degree program in education, the LMU Ed.D. program prepares superintendents, principals, policymakers and leaders of nonprofit and community organizations to drive socially just change and make a difference in schools and communities. LMU's innovative 3-year program is designed for working professionals and is distinguished by its emphasis on social justice and the integration of theory and practice. LMU doctoral students set their own research agendas focused on social justice issues important to them and relevant to the real world of schools and communities. All doctoral students benefit from generous scholarship support and individualized attention from LMU faculty and staff.

Take the first step toward becoming a transformative leader for social justice. Attend an information session at Loyola Marymount University or join us virtually for an online information session. Get more information and RSVP at <http://soe.lmu.edu/doctoralinfo>. Apply online by January 25, 2016. Questions? Contact the LMU Doctoral Center at 310.338.7449 or doctoral@lmu.edu.



Associated Administrators of Los Angeles

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://achieve.lausd.net/Page/1125> (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

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Royal Learning Center, Local District Central, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Darnise R. Williams**, Instructional Director, at 213.241.0118. Application deadline is 5:00 p.m., Friday, October 9, 2015.

ASSISTANT PRINCIPAL, SECONDARY

Orchard Academies 2C Middle School, Local District East, MST 39G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Ruben Valles**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Friday, October 9, 2015.

CLASSIFIED

SHAREPOINT DEVELOPER, SQL DEVELOPER, NETWORK OPERATIONS CENTER ANALYST, DESIGN NETWORK ENGINEER, SENIOR DESIGN NETWORK ENGINEER, WAN SPECIALIST II, IT LAN TECHNICIAN, SENIOR IT LAN TECHNICIAN, PROGRAMMER ANALYST (JAVA), SENIOR PROGRAMMER ANALYST (JAVA), NETWORK SECURITY ADMINISTRATOR, COORDINATOR IT SECURITY, AND OPERATING SYSTEM SPECIALIST Information Technology Division, \$89,178 - \$110,998, 12-month positions. For more information and application procedures, please click [HERE](#). Application deadline is Thursday, October 15, 2015. Interviews for these positions will be held at an ITD Job Fair on Saturday, October 17, 2015, beginning at 8:00 a.m. For specific questions about the job fair, please contact **Steve Lahamjian** at steve.lahamjian@lausd.net or **Evelyn Diaz** at evelyn.j.diaz@lausd.net.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES MST 40G, B Basis	Sherman Oaks Center for Enriched Studies, Local District Northwest	Dina Sim, Administrator of Instruction, 818.654.3600 or dina.sim@lausd.net	5:00 p.m. Friday October 2, 2015

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, TITLE I</i> MST 41G, E Basis	Local District Northwest, Federal and State Education Programs	Karen Ryback, Executive Director, 213.241.6990	5:00 p.m. Monday October 5, 2015
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 38G, B Basis	Alonzo Community Day School, Local District West	Dr. Felipe Velez, Director, 310.914.2100 or felipe.velez@lausd.net	5:00 p.m. Tuesday October 6, 2015
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Academy of Science Exploration at Cesar Chavez LA, Local District Northeast	Veronica Arreguin, Director, 818.252.5400 or varre3@lausd.net	5:00 p.m. Wednesday October 7, 2015
<i>SPECIALIST, CAREER TECHNICAL EDUCATION AND PERKINS PROGRAM</i> MST 38G, B Basis	Division of Adult and Career Education	Joe Stark , Administrator, 213.241.3150	<u>EXTENDED</u> 5:00 p.m. Monday October 12, 2015
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>MARKETING DIRECTOR</i> \$93,094 - \$115,349, 12-month position	Office of Communications	Please click HERE	Friday October 2, 2015
<i>SPECIAL ASSISTANT TO THE CHIEF EXECUTIVE OFFICER</i> \$103,678 - \$128,355, 12-month position	Office of Educational Services	Please click HERE	Monday October 5, 2015
<i>DEPUTY CONTROLLER</i> \$129,756 - \$161,640, 12-month position	Accounting and Disbursement Division	Please click HERE	Friday October 16, 2015
<i>.NET DEVELOPER</i> \$82,400 - \$102,500, 12-month position	Information Technology Division	Please click HERE	Thursday December 31, 2015
<i>SENIOR PROGRAMMER ANALYST, ORACLE</i> \$79,900 - \$99,400, 10-, 11- or 12-month position	Information Technology Division	Please click HERE	<u>EXTENDED</u> Until Filled
<i>PROGRAMMER ANALYST, ORACLE</i> \$69,300 - \$96,400, 10-, 11- or 12-month position	Information Technology Division	Please click HERE	<u>EXTENDED</u> Until Filled