

UPDATE

www.aala.us

Week of November 9, 2015

AND THE BEAT GOES ON!

AALA continues to receive correspondence and calls concerning the high volume of meetings that principals are required to attend. One intrepid principal boldly summarizes this alarming and negative working condition:

Principals have been gone every week since the beginning of school and then some! Something needs to be done about the overwhelming number of meetings being required. We've been in school 12 weeks and I've been at 13 off-site meetings [see below]. That's a minimum of one full or half-day meeting per week taking me off-site. I thought that it would have calmed down some after the school year opened but it seems to be continuously increasing.

24 AUG – ELD

02 SEP – Operations

09 SEP – Principals

16 SEP – Principals' Network

18 SEP – EPO

01 OCT – CAP & Operations

14 OCT – Principals

21 OCT – Principals' Network

22 OCT – Safe Passages

23 OCT – Crisis Team

29 OCT – ELD

04 NOV – Director Requested PD

05 NOV – Operations

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POSITIONS**

More disturbing trends include the number of Saturday meetings that have appeared on the horizon. Soon principals will be required to attend Sunday school at their respective Local Districts if this ominous tide does not start to recede. Principals need time to “sharpen” their tools, rest, and enjoy their family and friends. Saturdays and Sundays are mandatory days off to achieve this!

AALA has contacted Local District superintendents to discuss Saturday meetings. The superintendents have been open to hearing the “voices from the field.” However, in one case the superintendent adamantly stated no meeting for principals had occurred on a Saturday in the recent past. AALA sent the email from the Administrator of Instruction of said Local District “asking” principals to attend the Saturday meeting to the superintendent, who responded by acknowledging the meeting, and stating that it had not been initiated by the Local District. Another superintendent shared that meetings are being scheduled at the requests of principals. A polling of principals in said Local District finds the contrary. Principals report it is not at their request—instead, they are being “invited” to attend and expected to be there.

AALA views the Local District's role as an essential buffer in protecting one of the principal's most important resources: *Time on campus to improve teaching and learning*. Otherwise, administrators become anxious and frustrated. We propose the elimination of Saturday meetings altogether. However, if absolutely necessary, the scheduler needs to be highly sensitive to administrators. Asking

THE BEAT (Cont.)

principals to attend a meeting from 12:00 p.m. to 3:00 p.m. on a Saturday impacts the entire day and is extremely inconsiderate.

Commute time during the school day is also an important consideration. Many schools are 10 miles or farther from their Local District office. Everyone knows a 12-mile commute in Southern California can trigger a 45- to 60-minute one-way journey, especially if traveling on the 110, 5, 134, 101, and/or 405 Freeways. Therefore, a potential 2-hour meeting at the Local District can turn easily into four hours away from the school site.

The Middle School Principals Organization made the following salient recommendation:

The majority of principals from the Middle Schools Principals Organization support the designation of a specific day for meetings. Most indicated that they and their staffs have planned for Wednesday as principal off-site meeting days and they wish to adhere to that. There was a request that all principal meetings be held on Wednesdays. In addition, there were concerns regarding the growing number of meetings for both principals and support staff, the number of training days for a single initiative and the length of meetings. The majority requested that meetings not be longer than half-day, and that there be no more than two meetings per month. There were also questions as to whether general meetings, PDs and committees are differentiated, whether there could be a central calendar with all meetings included (to avoid conflicts), and whenever possible, if meetings could be combined or held on the same day. It was also suggested that PD and initiative trainings be incorporated into regular meetings. On a similar note, many principals are requesting no meetings be held on Fridays. Fridays tend to be one of the busiest days of the week especially at high schools during football season. It appears the trend to hold meetings on professional development Tuesdays is beginning to subside. Administrators are appreciative of this consideration.

AALA invites the District to once again take heed!

INTEGRATED PEST MANAGEMENT (IPM)

AALA thanks **Douglas Anderson**, Facilities Services Director, for providing this information.

Pest of the Month newsletters are written each month in response to requests from school-based District personnel. They contain timely information that is useful to plant managers, school administrators, and members of the public who would like to protect themselves against the dangers of rodents, insects, West Nile virus, and a host of other subjects. *Pest of the Month* articles are available at the IPM website, <http://www.laschools.org/new-site/operations-services/ipm/>. These articles are designed to teach school occupants about the various pests they may encounter during different seasons of the year.

This month we feature commensal rodents. As the weather gets cooler, rodents seek shelter in or near our buildings. The information contained in the article should help school-site occupants prevent and discourage rodent infestation, and encourage staff to make timely contact with Pest Management if the need arises. Upon clicking on this link, [Pest of the Month Newsletter](#), a drop-down box will direct you to a series of articles. The first is Commensal Rodents.

FOR THE RECORD: “The Proposed Charter School Expansion Project” article in last week’s *Update* identified **Elon Musk**, **Steven Spielberg** and the **Walton** heirs as colleagues of **Eli Broad** in the charter school proposal. They are identified in the plan as potential donors.

**HEALTH BENEFITS FAQ:
*SILVERSCRIPT—THE ANTHEM BLUE CROSS PRESCRIPTION
PROVIDER FOR MEDICARE RETIREES***

Why did the Health Benefits Committee make a provider change affecting Medicare retirees in the Anthem Blue Cross Select HMO and EPO plans?

This new plan for Medicare retirees provides the District with substantial savings by combining a Medicare Part D group plan (Employer Group Waiver Plan) with the District’s current plan. The result is SilverScript, a CVS health company that mirrors the one Anthem members have currently.

What are some anticipated differences from our current plan?

- After the 2nd refill, a maintenance drug’s cost may vary, depending on whether you use a CVS/Pharmacy Store or other retail pharmacies, such as Walgreen’s, Costco, Rite-Aid, etc. (in the CVS network). Information is available on pages 7 and 9 of the Retiree Benefits booklet. AALA encourages members to maximize savings by using a CVS pharmacy or CVS mail order for maintenance drugs.
- Because SilverScript is now a Part D plan, “high income” Anthem Medicare retirees may now have to pay a supplemental premium adjustment directly to Medicare. For individuals, the supplemental amounts range from \$12.70 per month for income above \$85,000, to \$72.90 per month for income above \$214,000. Amounts are listed on the table on page 17 of the Retiree Benefits booklet. Also note that Medicare retirees in the other plans—Kaiser, Health Net, and United Healthcare—have paid the supplemental amounts since its inception in 2011.

Section II, Summary of Benefits in the SilverScript booklet mentions copays until our yearly drug costs reach \$3,310 and when drugs purchased reach \$4,850. What are these amounts, and what do we pay?

District Medicare retirees can ignore the first amount, referred to as the “coverage gap.” The District provides coverage that keeps copays the same until your drug costs reach \$4,850. This amount, “catastrophic coverage,” includes your copays and the drug costs paid by SilverScript during a plan year (January – December). After this amount is reached, prescription copays are reduced or eliminated.

How can I make sure that the medication I’m taking is covered by SilverScript?

Contact SilverScript Customer Care 24/7 at 844.819.3075.

The bottom line—What do I need to know about SilverScript?

- This new plan mirrors the “old” plan and Anthem Blue Cross Medicare retirees are automatically enrolled, unless you change medical plans during Open Enrollment. You do not need to contact the District.
- The prescription plan is premium-free to Anthem Blue Cross members.
- If your annual income is greater than \$85,000, Medicare may charge you a Part D supplemental premium; however, **you must not enroll yourself in Medicare Part D.**
- You may still use other retail pharmacies in the SilverScript (CVS) network. However, you should use a CVS pharmacy for maintenance drugs if you want the same copays as in 2015.

Associated Administrators of Los Angeles

CALENDAR OPTIONS SURVEY RESULTS

Obtaining the input of AALA members on the calendar options being considered by the Board of Education was a great suggestion from MSPO. We would like to thank the more than 1,000 of you who participated in the survey last week. The results are displayed below. As you can see, almost 75% of respondents preferred the calendar options in which the first semester begins in August and ends prior to the winter break. We will share this information with Board Members and District leadership.

	OPTION 1	OPTION 2	OPTION 3	OPTION 4	OPTION 5	OPTION 6	TOTAL
School Year	8/8-6/5	8/15-6/12	8/22-6/19	8/15-6/12	8/5-6/29	9/7-6/27	
Winter Break	12/19-1/6	12/19-1/6	12/19-1/6	12/26-1/13	12/19-2/3	12/23-1/6	
First Semester ending date	12/16/15	12/16/15	2/3/16	12/23/15	12/16/15	2/3/16	
Votes By Department							
Elementary	50	156	56	34	21	49	366
Secondary	68	111	22	31	26	24	282
Adult	4	10	5	3	1	7	30
Supervisory	61	118	42	30	27	41	319
Unit J	5	8	9	6	0	12	40
Total Votes	188	403	134	104	75	133	1037
Percent	18.1%	38.9%	12.9%	10.0%	7.2%	12.8%	100%

TOO MUCH TESTING?

Testing continues to be a hot topic in the world of public education, with **President Obama** and former Secretary of Education **Arne Duncan** even admitting that it is excessive and needs reevaluating. Adding fuel to the discussion fire, the Council of Great City Schools released the results of a study about testing in 66 urban school districts last month. (The Council is made up of 68 school districts and is the nation's primary coalition of large urban public school systems.) The two-year study was commissioned by the Council's Board of Directors who wanted to focus primarily on what assessments were being used in urban districts; who mandated them; what was being learned as a result; and why they were being used. The report provides an in-depth look at testing in the country's largest school districts and found that *many of the tests are redundant, misaligned with college- and career-ready standards, and often don't address students' mastery of specific content.*

Some of the findings included:

- Students spend as many as 25 hours per school year taking up to eight mandatory tests, required by Congress, the Department of Education, states, and school districts. This can add up to as many as 112 standardized tests in a student's K-12 public school years.
- The average 8th grade student spent more than four school days taking mandatory tests last year with the results taking so long to be returned to teachers that they were virtually useless to inform classroom instruction.

TESTING (Cont.)

- There is no correlation between the amount of mandated testing time and the reading and math scores in grades four and eight on the National Assessment of Educational Progress (NAEP).
- High school students particularly take a large number of tests, including graduation assessments, college-entry exams, career and technical education exams, state-required summative exams, districtwide formative assessments, and end-of-course exams required by NCLB.
- Districts use standardized assessments for purposes other than those for which they were designed. Some of these applications are state-recommended or state-required policies, and some originate locally.

The report concludes that school systems have testing regimes that are *incoherent, misaligned, redundant, and/or inappropriate* due to others mandating the tests that school systems should be administering, internal departments not sharing data, and vendors pushing new products. Recommendations are made for school systems to rethink their assessments and specific steps are suggested for federal and state policymakers and district leaders. To access the full report, visit the Council's website, www.cgcs.org, or click here: [Testing Report](#).



MESSAGE FROM DR. GEORGE J. MCKENNA III, LAUSD BOARD MEMBER

Dear Friends,

Please accept my personal and heartfelt appreciation for your significant support in my campaign for School Board in LAUSD District 1. It is so gratifying to know that your confidence in me as a representative of children, parents, District staff, and community members resulted in a successful election result. I will continue to commit myself to advocating for the resources, policies, and practices that will improve outcomes for all stakeholders and remove the systemic obstacles that prevent our collective emancipation from less exemplary results.

GENDER INEQUITY AND GLOBAL EDUCATION FOR CHILDREN



“Educating girls and young women is not only one of the biggest moral challenges of our generation, it is also a necessary investment for a peaceful and poverty-free world,” said **Pauline Rose**, former Director of UNESCO’s Education for All Global Monitoring Report in 2013. Research has proven that when girls are educated they have more confidence to speak up for their rights, defy social limits on what they can or cannot do, determine how many children they will have, delay getting pregnant, secure better jobs, protect their children from malnutrition and most importantly, challenge the inequalities that females face throughout the world. Despite that knowledge, 62 million girls worldwide are still denied an education, although the number has actually decreased by 52 million in the last 15 years. More than half of the 164 countries that agreed on common education goals when the Education for All Initiative was first launched in 2000 have yet to achieve gender parity in education for girls in primary and secondary schools. The current monitory report on the initiative finds that *the road to achieving gender parity and reducing all forms of*

EDUCATION (Cont.)

gender inequalities in education continues to be long and twisting, even though it is generally accepted that when gender imbalances are eliminated families and communities improve. In sub-Saharan Africa, 56% of out-of-school girls will never start school compared to 41% of out-of-school boys. The situation is even more extreme in South and West Asia, where 80% of out-of-school girls in the region are unlikely to ever start school, compared to 16% of out-of-school boys.

The latest data show that, globally, one in eleven children is out of school, nearly 59 million, and around 100 million do not complete primary education. Of these, 30 million live in sub-Saharan Africa while 10 million are in South and West Asia. Inequality in education has increased, with the poorest and most disadvantaged shouldering the heaviest burden. The world's poorest children are four times more likely not to go to school than the world's richest children, and five times more likely not to complete primary school. Conflict remains a steep barrier, with a high and growing proportion of out-of-school children living in conflict zones. Children are 30% less likely to complete primary school if they live in a conflict affected country. For example, before the conflict began in Syria, nearly every child was enrolled in primary school. Now, 1.8 million children and adolescents are denied an education, erasing all education progress since the start of the decade.

OUTSTANDING SCHOOL PSYCHOLOGIST AWARD

Each year, the Los Angeles Association of School Psychologists (LAASP) presents an award to a school psychologist who has provided exceptional services to students, parents, and school staff members. The 2015-2016 Outstanding Psychologist Award Chair, **Esaul Guzman**, is now seeking administrators or employees in the Psychological Services Division to nominate persons who are deserving of this honor. Nominees must have a minimum of five years of experience as a school psychologist and two consecutive years as a member of LAASP. Nominations are due by February 29, 2016, and the nomination form is available on the AALA website or by clicking [HERE](#). For more information, please contact Mr. Guzman at 323.763.1000 or exg9783@lausd.net.



ATTENTION SECONDARY ADMINISTRATORS

Applications for Student Member of the Board of Education are now available online at www.achieve.lausd.net/families. Encourage your student leaders to submit applications by the deadline of 4:00 p.m., on Tuesday, November 17, 2015. For more information, please contact **Dr. Brenda Manuel**, Director, at 213.481.3317. The selected student will represent all LAUSD students while gaining invaluable leadership skills and contributing to the development of District policy.

Associated Administrators of Los Angeles

CALENDAR

EVENT	DATE	CONTACT
NATIONAL ALZHEIMER'S AWARENESS, HOMELESS YOUTH AWARENESS, AND AMERICAN INDIAN/ALASKAN NATIVE HERITAGE MONTH		
Application Period for Magnet and PWT Programs	October 1 – November 13, 2015	213.241.4177 or eChoices.lausd.net
ASPO Meeting at East Los Angeles Skills Center	November 6, 2015 8:00 a.m.	Dr. Clif de Cordoba , 213.626.7151 or cdecordo@lausd.net
National School Psychology Awareness Week	November 9 – 13, 2015	Mary Barry , mary.barry@lausd.net
Veterans Day	November 11, 2015	
EAPO Meeting at Pickwick Gardens (Required)	November 12, 2015 12:30 p.m. – 4:30 p.m.	Dr. Sylvester Harris , 213.484.0326 or sylvester.harris@lausd.net
MSAPO and SHAPO Meeting at Pickwick Gardens (Required)	November 12, 2015 7:30 a.m. – 12:30 p.m.	Martha Valencia , 323.826.1500 or mlv3216@lausd.net ; Juanita White-Holloman , 323.227.4400 or jdw9998@lausd.net
SHSOPO Meeting at Bernstein HS	November 12, 2015 7:30 a.m. – 11:30 a.m.	Victorio Gutierrez , 323.292.0331 or vgutiel@lausd.net
CalSTRS Pre-Retirement Workshop at Manhattan Place ES, Auditorium	November 12, 2015 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS
EPO Meeting at Pickwick Gardens (Required)	November 13, 2015 7:30 a.m. – 12:00 p.m.	Heather Lower-Lowe , 323.269.0415 or hlowe@lausd.net
CCAE Fall Awards Dinner at Quiet Cannon Restaurant	November 13, 2015 5:00 p.m.	Martha Peralta , 323.276.7000 or martha.peralta@lausd.net
Academic Decathlon Scrimmage at six selected sites	November 14, 2015 8:00 a.m.	Cliff Ker , 213.241.3503
AMERICAN EDUCATION WEEK	November 16-20, 2015	www.nea.org
Education Support Professionals Day	November 18, 2015	
COBA Meeting at Crenshaw High School	November 18, 2015 5:30 p.m.	Josephine Ruffin , josephineruffin@sbcglobal.net
Great American Smokeout Day	November 19, 2015	www.cancer.org
APSCO Meeting at Crenshaw High School	November 19, 2015 8:00 a.m. – 11:00 a.m.	Karen Fattal , 818.415.1300 or kfattal@lausd.net
Substitute Educators Appreciation Day	November 20, 2015	
Unassigned Days (AALA Office Closed)	November 23 – 25, 2015	
Thanksgiving Holidays	November 26 – 27, 2015	



CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

Doctoral Program in Educational Leadership Now Accepting Applications for our Fall 2016 PK12 Cohort!!

The Michael D. Eisner College of Education at California State University, Northridge (CSUN) is a national leader in improving urban education through innovation and excellence. The college brings these same qualities to its Doctoral Program (Ed.D.) in Educational Leadership. Our program creates a network of school prepared leaders to effect profound change in teaching and learning that leads to improved student achievement.

Please join us at our information session on **Thursday, November 12, 2015, at 5:00 p.m.**, in ED 3118 in the Michael D. Eisner College of Education. To learn more about our admissions process and requirements, or to download an application please visit: <http://www.csun.edu/eisner-education/doctoral-program>.

For more information, please contact **Dr. Miguel Ceja** at miguel.ceja@csun.edu or 818.677.2403.

ADMINISTRATIVE CREDENTIAL & M.A. DEGREE AT CSUN



CALIFORNIA
STATE UNIVERSITY
NORTHRIDGE

The CSUN program provided me with the 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. Overall the ELPS program was a great opportunity for my advancement in the field of Education.

~Dr. Steve Martinez, LAUSD Principal

The Department of Educational Leadership & Policy Studies (ELPS), California State University, Northridge is pleased to announce its newest cohort for the attainment of the **Preliminary Administrative Services Credential (Tier I) and Masters' Degree** in Educational Administration to begin Spring Semester 2016. This cohort will meet on campus on Wednesdays. An information meeting is scheduled on **Wednesday, November 18, at 4:30 p.m.**, in ED 1214/1216 in the Michael D. Eisner College of Education.

Public, private, and charter school educators are all welcome!

For further information about the program, please call the ELPS Office at 818.677.2591, visit our website at <http://www.csun.edu/education/elps>, or email **Ricardo Sosapavon** at ricardo.sosapavon@csun.edu or **Jody Dunlap** at jody.dunlap@csun.edu.

UCLA

Principal Leadership Institute

MASTER OF EDUCATION
PRELIMINARY ADMINISTRATIVE CREDENTIAL



LEADING FOR JUSTICE

The UCLA Principal Leadership Institute invites aspiring administrators and teacher leaders to apply for the 2016-2017 cohort of social justice educators. We offer a Tier 1 Administrative Services Credential and Master of Education starting in June 2016 and ending in August 2017. Small scholarships are available to assist with tuition fees. Explore our website at www.uclapli.org and attend an upcoming information session on: 11/18, 11/21, 12/12, 1/13 or 1/16. The application deadline is February 1, 2016. For additional information, contact Nataly Birch at birch@gseis.ucla.edu or 310.267.4905.

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

PRINCIPAL, ELEMENTARY

Chapman Elementary School, Local District South, MST 41G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Lee Lee Chou**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Wednesday, November 18, 2015.

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ASSISTANT PRINCIPAL, SECONDARY

Sylmar Biotech Health Academy School, Local District Northeast, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Veronica Arreguin**, Director, at 818.252.5400 or varre3@lausd.net. Application deadline is 5:00 p.m., Tuesday, November 17, 2015.

ASSISTANT PRINCIPAL, ELEMENTARY INSTRUCTIONAL SPECIALIST

Division of Special Education, multiple sites and positions, MST 37G or 38G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Sharyn Howell**, Associate Superintendent, at 213.241.6701. Application deadline is 5:00 p.m., Wednesday, November 18, 2015.

CERTIFICATED, NON-SCHOOL-BASED

SPECIALIST, FEDERAL PROGRAM MONITORING

Federal and State Education Programs Branch, MST 39G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Karen Ryback**, Executive Director, at 213.241.6990. Application deadline is 5:00 p.m., Friday, November 13, 2015.

SPECIALIST

Integrated Library & Textbook Support Services, Division of Instruction, MST 38G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Dr. Esther Sinofsky**, Administrative Coordinator, at 213.241.1236. Application deadline is 5:00 p.m., Thursday, November 19, 2015.

CLASSIFIED

PROGRAM AND POLICY DEVELOPMENT ADVISOR

Employee Performance Management, Professional Learning and Leadership Development Branch, \$112,662 - \$139,559, 11- and 12-month positions. For more information and application procedures, please click [HERE](#). Application deadline is Monday, November 16, 2015.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL</i> MST 46G, E Basis	Sherman Oaks CES, Local District Northwest	Dina Sim , Administrator of Instruction, 818.654.3600 or dina.sim@lausd.net	5:00 p.m. Friday November 6, 2015
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Performing Arts and Public Services Community Schools at Diego Rivera LC, Local District South	Terry Ball , Director, 310.354.3400	5:00 p.m. Tuesday November 10, 2015

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, SPEECH AND LANGUAGE</i> MST 42G, A Basis	Related Services Department, Division of Special Education	Deborah Rubenacker, Director, 213.241.6200	<u>EXTENDED</u> 12:00 p.m. Thursday November 12, 2015
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 39G, B Basis	San Fernando Institute of Applied Media School, Local District Northeast	Veronica Arreguin, Director, 818.252.5400 or varre3@lausd.net	5:00 p.m. Thursday November 12, 2015
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SQL DEVELOPER</i> \$89,178 - \$110,998, 12-month position	Information Technology Division	Please click HERE	Thursday December 31, 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