

UPDATE

www.aala.us

Week of October 17, 2016

GETTING BETTER AT “TALKING THE WALK”

Regrettably, the malady of overworked AALA administrators continues. This assertion is not being made in isolation from AALA headquarters. This self-evident truth is echoed to AALA’s leadership by the rank-and-file of every supervisory department AALA represents. The same sentiment is echoed at organization meetings, AALA Executive Board and Representative Assembly meetings, in emails, phone calls, facsimiles, and the parking lots of every Local District and the Beaudry Building. While we appreciate when the Superintendent and Senior leaders voice that principals and middle managers are the stars and everyone else is the supporting cast, AALA’s middle managers report that the “supporting cast” is more diva like, temperamental, positional, and intimidating at best. For way too many years now, we have been publishing articles in the *Update* describing the overwhelming workload imposed on AALA members. These concerns have been raised with a host of Superintendents, dozens of District senior staff, Board Members, and during negotiations. Our members have given their hearts and souls to this District.

The cuts to supervision, clerical, and custodial staff have directly increased the administrative workload at school sites. Those who work at Beaudry and other offices continue shouldering untenable workloads and additional responsibilities as their colleagues’ ranks are reduced. AALA members, both certificated and classified, are reeling from the stress of taking on too many extra responsibilities.

In the words of **Michael Fullan**, AALA administrators are experiencing “confusion and overload, variously expressed as the following: initiative fatigue, ad hoc projects, arbitrary top-down policies, compliance-oriented bureaucratization, silos and fiefdoms everywhere, confusion, distrust, and demoralization.” More initiatives, more plans, more responsibility, more accountability, more intimidation—and less support, less compensation, less autonomy, and less professional growth and development. This issue is further exacerbated by the District’s return to Local Districts. AALA members report the Los Angeles **UNIFIED** School District is more aptly six confederacies, each with vastly different approaches. Administrators are under duress because they are compelled to answer and respond to multiple entities when issues arise. AALA administrators are finding it overwhelming to effectively handle and execute their positions’ responsibilities. Hardworking and dedicated administrators are lost in a sea of confusion and demoralization.

AALA members want to break this incoherent and ineffective cycle and no longer remain victims of these perennial LAUSD maladies. Dictates have never been able to achieve the outcomes desired.

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Fullan's "Coherence" suggests middle managers can be supported in achieving transformational change "through purposeful action and interaction, working on capacity, clarity, precision of practice, transparency, monitoring of progress, and continuous correction." However, wouldn't the most promising approach be for the District to collaborate with AALA administrators on this important work, rather than working separately?

This, possibly, is the perfect opportunity to press the "reset" button by revisiting the importance of focusing direction: purpose driven, goals that impact, clarity of strategy, and change leadership. According to Fullan, this happens when leaders understand their own moral purpose and are able to combine personal values, persistence, emotional intelligence, and resilience. This is essential because their moral purpose will be reflected in all their decisions and actions. Perhaps clarification of everyone's moral imperative needs to take place by answering:

1. What is my moral imperative?
2. What actions do I take to realize this moral imperative?
3. How do I help others clarify their moral imperative?
4. Am I making progress in realizing my moral purpose with students?

Fullan further states moral imperative in others is not about giving inspirational speeches. Effective leaders foster moral purpose when they do the following:

- Build relationships with everyone, including those who disagree, are skeptical, or even cynical.
- Listen and understand the perspective of others.
- Demonstrate respect for all.
- Create conditions to connect others around that purpose.
- Examine with staff evidence of progress.

It is a wise thing to remember people are motivated primarily through having a sense of purpose, and when they believe solving difficult problems will be done in a collaborative and supportive setting. If you want to change a group, an organization, or a system, your actions must be continuously informed by the knowledge, skills, and experiences of those representing all levels of the system. AALA looks forward to this work.

HEALTH BENEFITS FAQ— BENEFIT CHANGES FOR 2017—OPEN YOUR LAUSD MAIL!

What's coming in the mail from LAUSD?

By this reading, District employees and retirees should have received a letter outlining the changes in health benefits for 2017. Changes will occur in dental plan insurers, PPO dental plan annual maximums, dual coverage options, new certification requirements, medical cash back/opt out for active employees, new options for vaccinations, a telehealth option for Health Net members, and more! Open enrollment (OE) occurs once a year and allows employees and retirees to make changes in their benefit plans. Later this month, the annual OE packet will arrive. New for OE this year is a

FAQ (Cont.)

registration code required to make any changes to your benefits. The code will be available in your packet's cover letter.

Here are the actions you can take during Open Enrollment:

- **Do nothing/make no changes** to stay enrolled in your current medical and vision plans. If you do nothing, the District will select the dental plan most like your current plan. We advise you to read the dental plans carefully and then check whether your dentist is part of the new plan's network.
- **Remove dependents** no longer eligible for District-paid coverage.
- **Enroll or reenroll in a FSA** (flexible spending account/s) if you are an active employee. FSA accounts **do not** renew automatically—you must make an election every year.
- **Elect Medical Opt Out/Cash Back** if you are in a dual coverage eligible household. To access this benefit, one member of the household must be an active employee. Only an employed spouse may opt out and receive the cash back.

All changes become effective on January 1, 2017, and are binding for the entire calendar year, unless you qualify for an IRS-identified life-changing event.

When will I receive my Open Enrollment packet?

Your packet will be mailed toward the end of October 2016. The materials include a cover letter listing your current plan information, covered dependents, if any, and a registration code for making changes. Active employees will receive a foldout chart with side-by-side plan comparisons; retirees will receive a booklet that also includes Medicare requirements and information.

How do I make changes to my plans?

As in previous years, changes may be made beginning Tuesday, November 1, 2016, either online at <http://achieve.lausd.net/benefits>, or by calling 800.527.1482, the automated telephone enrollment system. Your packet includes access information for both systems. During the OE period, you can make changes as often as you like, however, your final changes must be made by Sunday, November 20, 2016. If you enroll by telephone, you may view your selection online and print out a copy.

For additional information, please call 213.241.4262 or visit the Benefits Administration website at <http://achieve.lausd.net/benefits>.

MAINTENANCE AND OPERATIONS BRANCH JOB FAIR

LAUSD's Maintenance and Operations Branch (M&O) is hosting a Job Fair on Saturday, October 29, 2016, from 9:00 a.m. – 12:00 p.m. at Roybal Learning Center. AALA members are encouraged to tell interested individuals to attend and learn about the many M&O jobs that are available, including plumbers, carpenters, locksmiths, heating and air conditioning fitters, electricians, and more! Current M&O employees will also be on-site to provide insights into working for the District and answer questions. Attendees will learn about the hiring process, a typical day for an employee, and District benefits while enjoying some light refreshments. Please click [HERE](#) for more information.

Congratulations



Al Seib, *Los Angeles Times*

Congratulations to the students, staff, and community of John R. Wooden High School (**Laura Novak**, Principal) for being featured in an article in the *Los Angeles Times* about its on-site and full-functioning farm, complete with animals and plant life. Several students were quoted about their experiences working with pigs, chickens, alpacas, and goats, as well as growing vegetables and spices. Many expressed that their enrollment at Wooden enabled them to have better attendance at

school and find it a more enjoyable experience. Featured also in the article is the sole science teacher, **Stephanie Darling**, who teaches animal behavior, plant and soil science, and environmental studies.

MORE THAN A MEAL CAMPAIGN DOWN TO ITS FINAL DAYS

The *More Than a Meal* Campaign will officially end on Monday, October 24, 2016. Administrators have just seven more days to collect household income forms (P2/CEP schools) or meal applications (pricing schools). The income information contained in these forms will be used to determine the number of low-income students in the District and at each school. You will see your efforts reflected in the 2017-2018 allocation of LCFF resources to the District and the allocation of 2017-2018 TSP resources to your school.



Here are some suggestions for ensuring your school accurately reflects its eligibility count for funding in 2017-2018.

- Hold one 15-minute meeting with everyone at your school who has been trained, including the SAA, parent representative, Title 1 coordinator, cafeteria manager, and administrators. Ensure that everyone is focused on his or her role over the next seven days. This is particularly important for schools collecting the household income forms.
- Access the District MiSiS Dashboard daily to monitor collections.
- Continue community outreach efforts and encourage parents at pricing schools to complete the meal application online at www.myschoolapps.com.

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MEAL (Cont.)

- *AND MOST IMPORTANTLY, SUBMIT HOUSEHOLD INCOME FORMS AND MEAL APPLICATIONS DAILY.* As of October 10, more than 200 schools had not submitted any household income forms. Do not delay.

For help, please contact:

Jean Brown – LDs Northwest, Central, South
jean.brown@lausd.net
818.216.9708

Marilyn Parlen – All schools
marilyn.parlen@lausd.net
213.241.4133

Marcee Seegan – LDs Northeast, West, East
marcia.seegan@lausd.net
818.620.5079

Robert Whitman – All Schools
rdw5302@lausd.net
213. 241.1750

NEW LAWS, NEW REQUIREMENTS

A Senate Bill has been signed into law by **Governor Brown** that requires school sites to post information regarding Title IX on their individual websites. Senate Bill 1375 requires that on or before July 1, 2017, individual schools post in a prominent and conspicuous location on their Internet websites specific Title IX information in alignment with the goal of providing greater levels of gender equity in schools. If the school has a website, administrators must ensure that the following is prominently posted—the name of the school’s current Title IX Complaint Manager(s), including phone number(s) and email address(es), along with required Title IX notices encapsulated in this link, <http://bit.ly/TitleIXRequiredNotices>. Please contact the [Educational Equity Compliance Office](#) at 213.241.7682 with questions regarding this new legal requirement.

The Governor also signed SB 1413 (Leno, D-San Francisco), which will allow local educational agencies (LEAs) to build housing on school property and restrict occupancy to district workers. LEAs would still be able to qualify for federal tax credits associated with low-income housing. This bill is especially timely, as California has been long recognized as having some of the nation’s highest housing costs, a key contributor to high rates of teacher turnover. “When high-quality teachers can’t afford to live where they work, the entire community suffers,” **Senator Leno** said in a statement. “Governor Brown’s approval of SB 1413 will help school districts directly address the housing affordability challenges facing teachers and reduce high turnover rates.” School districts will be able to build housing on closed school sites. Districts across the nation are facing teaching shortages and are trying to address the dilemma in a variety of ways—affordable housing being one. St. Louis Public Schools is in the process of converting an abandoned elementary school into affordable housing with 45 apartments that will be directly marketed to teachers and will be available for under market value. The district has another seventeen empty schools that can potentially be redeveloped for the same purpose.

SPECIAL EDUCATION UNIVERSITY/DISTRICT INTERN FAIR

Principals are asked to strongly encourage provisional special education teachers and STEP UP and Teach members to register and attend the **Special Education University/District Intern Fair**, co-

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FAIR (Cont.)

sponsored by the University Intern/NBC Unit and the Career Ladder's STEP UP and Teach program. On Saturday, October 22, 2016, special education teachers who are not yet in an intern program and STEP UP and Teach participants will have the opportunity to meet with University/District Intern Program representatives to get information on the variety of special education teacher preparation programs that are available. University/District Intern Program partners will be available to share specific details and benefits about their programs with provisional special education teachers and STEP UP and Teach members. The event will take place at John Liechty Middle School, from 8:30 a.m. – 1:00 p.m. Please go to <http://go.teachinla.com/InternFair> to register. For additional information, contact **Derek Ramage** at derek.ramage@lausd.net or 213.241.4669.

A LEADERSHIP AND NETWORKING OPPORTUNITY FOR ACSA REGION 16 MEMBERSHIP

ACSA Region 16 is looking for women leaders interested in planning the first annual ACSA Region 16 Women's Leadership Summit for spring 2017. If you have experience with planning, coordinating, and organizing large events, we invite you to be a part of this history-making event for our District. If you are interested in serving on the planning committee, please send a brief letter of interest to **Dr. Marguerite Williams** at marguerite.williams@lausd.net or **Dr. Jack Bagwell** at jack.bagwell@lausd.net, no later than October 20, 2016.

AAPA PROFESSIONAL DEVELOPMENT WORKSHOPS

The first of three professional development workshops sponsored by AAPA will be offered this Saturday, October 15, at Gratts Elementary School. This week's topic is *Keys to Operations & Instructional Leadership and Communication* and it is not too late to sign-up! Please go to <http://goo.gl/kS7y3E> to register or you may register at the door. You do not have to be a member of AAPA to participate. The cost is \$50 per workshop or all three for \$100. The other two workshops will be held on January 21 and March 1, 2017, and the topics are *Preparing for your Best Interview and Job Fair Must Dos* and *Master Your Budget and Parent Engagement at its BEST*, respectively. For more information, please call **Elaine Kinoshita** at 213.241.0127.

CALENDAR

EVENT	DATE	CONTACT
OCTOBER IS BULLY PREVENTION, COLLEGE AWARENESS, CULTURAL DIVERSITY, DISABILITY AWARENESS, FILIPINO AMERICAN HISTORY, LGBT HISTORY, BREAST CANCER AWARENESS, SUBSTANCE ABUSE PREVENTION, AND DOMESTIC VIOLENCE AWARENESS MONTH		
Chicano Youth Leadership Conference at Camp Hess Kramer	October 14 – 16, 2016	Myrna Brutti , 310.354.3417

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EVENT	DATE	CONTACT
AAPA Professional Development, Keys to Operations & Instructional Leadership and Communication , at Gratts ES	October 15, 2016 7:30 a.m. – 12:00 p.m.	Elaine Kinoshita , 213.241.0127 or elaine.kinoshita@lausd.net
NATIONAL SCHOOL BUS SAFETY WEEK	October 17 – 21, 2016	
Quarterly OMA Meeting at Beaudry, Board Room	October 19, 2016 7:30 a.m. – 10:00 a.m.	Dr. Marguerite Williams , 213.241.0151
AALA Alumni Luncheon at Maggiano’s, The Grove	October 19, 2016 11:30 a.m.	RSVP to Gema Pivaral , 213.484.2226 or gpivaral@aala.us
Great California Shake Out Drill	October 20, 2016 10:20 a.m.	
CCAIE Meeting at LA Technology Center	October 21, 2016 2:30 p.m. – 4:00 p.m.	Sonya Ramirez , 310.547.5551, ext. 205, or sramir1@lausd.net
Special Education University/District Intern Fair at John Liechty MS	October 22, 2016 8:30 a.m. – 1:00 p.m.	Derek Ramage , 213.241.4669 or derek.ramage@lausd.net
RED RIBBON WEEK	October 23 – 31, 2016	
Deadline for Meal Applications	October 24, 2016	
COBA Meeting at Crenshaw HS – Library	October 26, 2016 5:30 p.m.	Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net
SHSOPO Meeting at Belmont HS	October 27, 2016 8:00 a.m. – 12:30 p.m.	Jason Camp , 818.881.7737
ACSA Region 16 Fall Membership Social at the Ritz Carlton Downtown	October 27, 2016 5:30 p.m. – 8:00 p.m.	Michael Payne , 818.340.6677
Maintenance and Operations Branch Recruitment Fair at Roybal LC	October 29, 2016 9:00 a.m. – 12:00 p.m.	Maria , 213.241.5450 Candy , 213.241.5448
MSPO Meeting at the Music Center	November 2, 2016 7:30 a.m. – 12:00 p.m.	Dr. Sandra Cruz , 818.832.3870
PSPO Meeting at TBD	November 2, 2016	Tadeo Climaco , 213.240.3815
AAPA Bring Your Boss to Dinner at Golden Dragon Restaurant	November 2, 2016 5:00 p.m.	Brian Sida , bsida@lausd.net
Lunchtime Networking for OMA Members at Beaudry, Room 11-140	November 3, 2016 11:30 a.m. – 12:15 p.m.	Dr. Marguerite Williams , 213.241.0151
CalSTRS Pre-Retirement Workshop at Mountain View ES Auditorium	November 3, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
EPO Meeting at Pickwick Gardens (Required)	November 4, 2016 7:30 a.m. – 12:00 p.m.	Ana Escobedo , 213.250.7450
OEECA Meeting at Beethoven EEC	November 4, 2016 10:00 a.m. – 2:30 p.m.	Obioma Uche , 323.234.1428

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EVENT	DATE	CONTACT
Academic Decathlon Scrimmage	November 5, 2016	
Daylight Saving Time Ends	November 6, 2016 2:00 a.m.	
AALA Executive Board Meeting	November 7, 2016 4:30 p.m.	213.484.2226
ELECTION DAY	November 8, 2016	
EAPO, MSAPO, and SHAPO Meeting at Pickwick Gardens (Required)	November 10, 2016 7:30 a.m. – 12:00 p.m.	Dr. Sylvester Harris , 213.484.0326 Martha Valencia , 323.826.1500 Juanita White-Holloman , 323.227.4400
VETERANS DAY	November 11, 2016	
COBA Meeting at Crenshaw HS – Library	November 16, 2016 5:30 p.m.	Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net
CalSTRS Pre-Retirement Workshop at Manhattan Place ES Auditorium	November 17, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
DACE Administrators’ Meeting at East L.A. Skills Center	November 18, 2016 8:00 a.m. 12:00 p.m.	Dr. Clif DeCordoba , cdecordo@lausd.net
CCAIE Fall Awards Dinner	November 18, 2016 5:00 p.m. – 8:00 p.m.	Sonya Ramirez , 310.547.5551, ext. 205 or sramir1@lausd.net



MICHAEL D. EISNER
COLLEGE OF EDUCATION

“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 Spring 2017 Cohorts for the attainment of the Preliminary Administrative Services Credential (Tier I) and Masters’ Degree in Educational Administration to begin in January, 2017.

1. **New Spring 2017 Cohort at Roosevelt HS (LD East)**
Informational meeting will be held on Monday, October 17, at 4:00 p.m. in the Parent Center, Main Administration Building.
2. **New Spring 2017 Cohort at Wright MS STEAM Magnet (LD West)**
Informational meeting will be held on Tuesday, October 18 at 4:00 p.m. in the Library.
3. **New Spring 2017 Cohort on the CSUN Campus**
Please call the ELPS Office at 818.677.2591 for more information.

*For further information about the program, visit the ELPS website at <http://www.csun.edu/eisner-education/educational-leadership-policy-studies>. For additional information regarding the new cohorts, please contact **Dr. Jody Dunlap** at jody.dunlap@csun.edu, or **Ricardo Sosapavon** at ricardo.sosapavon@csun.edu, or call the ELPS Office at 818.677.2591.*

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

Evergreen Elementary School, Local District East, MST 43G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dalys A. Stewart**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Thursday, October 27, 2016.

ASSISTANT PRINCIPAL, SECONDARY

Dana Middle School, Local District South, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Terry Ball**, Director, at 310.354.3400. Application deadline is 4:00 p.m., Friday, October 21, 2016.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

South Region High School #8 Center for Enriched Studies Magnet, Local District East, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Maricela Ramirez**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Friday, October 21, 2016.

CERTIFICATED, NON-SCHOOL-BASED

COORDINATOR, TEACHING AND LEARNING

Local District East, MST 41G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Dr. David Baca**, Administrator of Instruction, at 323.224.3108 or david.baca@lausd.net. Application deadline is 5:00 p.m., Tuesday, October 25, 2016.

SPECIALIST, K-12 STANDARD ENGLISH LEARNER (SEL) PROGRAM

Division of Instruction, MST 38G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Kandice McLurkin**, Administrative Coordinator, at 213.241.3340 or kandice.mclurkin@lausd.net. Application deadline is 5:00 p.m., Tuesday, October 25, 2016.

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CLASSIFIED

SENIOR TECHNICAL PROJECT MANAGER

Information Technology Division, \$101,800 - \$126,100, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Wednesday, November 2, 2016.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DIRECTOR, SECONDARY</i> MST 46G, E Basis	Local District West	Lorena Rivas, lorena.x.rivas@lausd.net	5:00 p.m. Friday October 14, 2016
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis	Barton Hill ES, Local District South	Gina M. Ellis, Director, 310.354.3400	4:00 p.m. Friday October 14, 2016
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 37G, B Basis	Selma Avenue ES, Local District West	Autri Streeck, Director, 310.914.2100	5:00 p.m. Friday October 14, 2016
<i>PRINCIPAL, EARLY EDUCATION CENTER</i> MST 38G, A Basis	McAuliffe and Miles Avenue EECs, Early Childhood Education Division	Dean Tagawa, 213.241.0415	5:00 p.m. Monday October 17, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 39G, B Basis	Irving MS STEAM Magnet, Local District Central	Jose Posada, Director, 213.241.0126 or jmp1322@lausd.net	5:00 p.m. Tuesday October 18, 2016
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis	Park Western Place ES and Cabrillo ES, Local District South	Gina M. Ellis, Director, 310.354.3400	4:00 p.m. Friday October 21, 2016
<i>COORDINATOR, INVESTMENT SCHOOLS PROGRAM, REED</i> MST 40G, A Basis	Human Resources Division	Leanne Hannah, Director, 213.241.6158	5:00 p.m. Friday October 21, 2016
<i>SPECIALIST, STEM/STEAM</i> MST 38G, E Basis	Instructional Technology Initiative, Division of Instruction	Yadira Soltero, yadira.soltero@lausd.net	<u>EXTENDED</u> 5:00 p.m. Thursday October 27, 2016
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>DESIGN AND TECHNICAL SPECIFICATION COORDINATOR</i> \$96,300 - \$119,200, 12-month position	Facilities Services Division	Click HERE	Friday October 14, 2016

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CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>TRUCK OPERATIONS MANAGER</i> \$94,956 - \$117,656, 10-, 11-, or 12-month position	Material Management Branch, Procurement Services Division	Click HERE	Tuesday October 18, 2016
<i>ASSISTANT TRUCK OPERATIONS MANAGER</i> \$84,165 - \$107,021, 10-, 11-, or 12-month position	Material Management Branch, Procurement Services Division	Click HERE	Tuesday October 18, 2016
<i>IT SECURITY MANAGER</i> \$101,800 - \$126,100, 12-month position	Information Technology Division	Click HERE	Tuesday October 25, 2016
<i>SHAREPOINT DEVELOPER</i> \$90,900 - \$113,100, 12-month position	Information Technology Division	Click HERE	Wednesday October 26, 2016
<i>ADA COORDINATOR</i> \$114,900 - \$142,300, 12-month position	ADA Compliance Program	Evelyn Diaz, evelyn.j.diaz@lausd.net , or click HERE	Friday October 28, 2016
<i>DIRECTOR OF RESEARCH AND DATA ANALYSIS</i> \$94,000 - \$119,200, 12-month position	Office of the Board of Education	Click HERE	When Filled
<i>RELOCATABLE HOUSING PROGRAM MANAGER</i> \$96,300 - \$119,200, 12-month position	Asset Management Department, Facilities Services Division	Click HERE	When Filled
<i>DATABASE ADMINISTRATOR</i> \$101,100 - \$125,200, 12-month position	Information Technology Division	Click HERE	When Filled
<i>CENTRAL BUSINESS ADVISOR</i> \$114,919 - \$142,350, 12-month position	Charter Schools Division	Click HERE	When Filled
<i>FACILITIES ASSET DEVELOPMENT DIRECTOR</i> \$133,100 - \$165,800, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>CHIEF HUMAN RESOURCES OFFICER</i> \$172,884 - \$215,388, 12-month position	Human Resources Division	Deborah Jansen, 213.241.5449, deborah.jansen@lausd.net , or click HERE	When Filled