

UPDATE

www.aala.us

Week of October 31, 2016

CONTINUING TO TALK THE WALK

Our last two issues of *Update* have focused on the workload faced by administrators and suggested tools that District leadership can use to lighten it and also improve its relationships with middle managers. Using *Coherence* (Fullan, Quinn) as a resource, we have pointed out ways to transform the institution by focusing on sustainable system improvement through purposeful action, capacity building, and continuous engagement around core goals.

LAUSD, as many organizations, is always in crisis mode. Leadership introduces new initiatives without really giving the previous ones the opportunity to succeed and without tying them to long-term goals. The District is continually transforming itself and needing to adapt to changing circumstances, but it does not consistently have to employ the reactive mode. Establishing clear goals, with feasible benchmarks, enables employees to have a deeper sense of purpose. The initiatives should drive growth over time and promote a culture of continuous learning. To do so, requires communicating system wide the goals, focusing on building relationships, and demonstrating inclusive leadership.

Fullan and other transformation experts highlight relationships as the key to meaningful change. We reiterate, building relationships is accomplished through listening and understanding, demonstrating respect, and continually examining progress. We ask District leaders to communicate often, but not with checklists and mandates, but to have rich conversations with those in the field, clearly articulating goals and strategies, and checking progress. As noted in *Coherence* (p. 24), "...ask the following: What is going well? What do we need to be worrying about or taking action on? Giving an authentic forum for consistent meaningful conversation about the goals and the strategy will reinforce the common language and understanding of the direction as well as build ownership for results."

These ideas are not new or unfamiliar and can be accomplished in people-centered ways. Middle managers are not the problem, or even the obstacles, we are the arbitrators of the solution. The solution will be found when the users, in this case middle managers, are actively engaged in constructive conversation, which defines the problem and understands why it emerges as an issue. The key is to develop the capacity of people to initiate the course of action. They are not simply the tools, they are the creators. This is the true meaning of creating a moral purpose. Change and the demand for transformation are constant. Each solution may be unique in its application or execution but the skills and capacity to handle it are eternal.

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Associated Administrators of Los Angeles

TALK THE WALK (Cont.)

Jim Hemerling captured this idea in his TED talk, *5 Ways to Lead in an Era of Constant Change*. He states, “In an era of ‘always-on’ transformation, organizations are always going to be transforming. But doing so does not have to be exhausting. We owe it to ourselves, to our organizations and to society more broadly to boldly transform our approach to transformation. To do that, we need to start putting people first.” Inclusive leadership puts people first and enables us all to talk the walk.

REPRESENTATIVE ASSEMBLY HIGHLIGHTS

Following is a summary of the October 6, 2016, AALA Representative Assembly meeting, the first of four meetings of the 2016-2017 school year. Complete agendas and minutes will be posted on the AALA website.

Friends of AALA:

Dr. Judith Perez, representing **Jane Pollock**, reminded representatives that Friends of AALA, a 501(c)(3) nonprofit corporation, was formed solely to raise money for student scholarships. All donations are tax deductible. Last year, 25 students each received \$2,000 awards. In honor of AALA’s 35th anniversary, this year’s goal is to award 35 scholarships in honor of AALA’s 35th anniversary.

New Business:

Secondary Department Director, **Dr. Alex Placencio**, announced that the secondary caucus selected **Jason Camp** to serve as Secondary Vice President, replacing **Margaret Prietto** who retired in June. Mr. Camp is the Principal of Independence High School and is President of SHOPO.

Proposed 457(B) Auto-Enrollment: **Brad Rumble** and **Alan Warhaftig**, AALA representatives on the Retirement Investment Advisory Committee, reviewed the benefits of AALA’s participation in the auto-enrollment process along with the option to opt out. A decision will be made by Representative Assembly later this year after providing information to members and obtaining their feedback.

David Tokofsky reported on the 2017 Board of Education elections: The primary for Board seats 2, 4, and 6 will be in March and the run-off in May. Candidates may sign up until mid-November. Incumbents include **Mónica García** (2) and **Steve Zimmer** (4). **Mónica Ratliff** (6) is running for Los Angeles City Council, so her seat is open.

President’s Report:

1. **AALA membership numbers:** Non-school, 782; school-based, 1,712; classified, 305; total, 2,799.
2. **LAUSD 30% exercise:** Cuts are not to affect school sites. More information will come.
3. **California R2 Ratio Update:** For every 100 teachers, a district can have only eight administrators. The State may impose a penalty if the District exceeds the ratio. The issue is in the process of being resolved.
4. **AP/APEIS Merger:** Such a merger would enable most elementary schools to have a full-time AP. The Chanda Smith plaintiffs want each AP to serve no more than two schools, but the District is concerned about adequate funding to do so. This remains unresolved.

ASSEMBLY (Cont.)

5. **Unit J Negotiations:** Negotiations began in October 2015. The District’s new Labor Relations Director and lead negotiator is **Najeeb Khoury, Esq.**, who formerly worked for SEIU.
6. **PAC Steering Committee:** Each Department VP is to identify a representative member to serve on the PAC Steering Committee, which includes the five VPs, five department members, and the AALA President. The committee interviews Board of Education candidates and makes recommendations to the PAC Council regarding endorsements, if any, and the amount of potential donations.

Department Reports: AALA departments shared recommendations and asked specific questions. Responses are attached to the meeting minutes on the website.

The second Representative Assembly Meeting of 2016-2017 is scheduled for December 1, 2016.

HEALTH BENEFITS FAQ— CHANGING PLANS WHILE RECEIVING ONGOING TREATMENT

I want to change plans but am receiving special medical treatment under my current health plan. What happens in cases like this?

Under California law, when you change plans, you have the right to continue your medical care, even if your doctor is not part of your new health plan or if your doctor, medical group, or hospital leaves your plan. All plans must offer continuity/transition of care. This means that you may receive temporary care by an out-of-network provider (your current physician) if you are actively being treated for certain acute or serious chronic conditions.

What conditions does continuity/transition of care cover?

Type of Problem or Condition	How long you get continuity of care
<ul style="list-style-type: none"> • Acute medical condition* 	<ul style="list-style-type: none"> • As long as the condition lasts
<ul style="list-style-type: none"> • Serious chronic condition (for example, severe diabetes or heart disease) 	<ul style="list-style-type: none"> • Until you complete a course of treatment and your doctor can safely transfer your care to another doctor, up to 12 months
<ul style="list-style-type: none"> • Pregnancy 	<ul style="list-style-type: none"> • During pregnancy and immediately after the delivery (post-partum period)
<ul style="list-style-type: none"> • Terminal illness 	<ul style="list-style-type: none"> • As long as the person lives
<ul style="list-style-type: none"> • Care of a child under 3 years 	<ul style="list-style-type: none"> • For up to 12 months
<ul style="list-style-type: none"> • An already scheduled surgery or other procedure (for example, knee surgery or colonoscopy) 	<ul style="list-style-type: none"> • Scheduled to happen within 180 days of your doctor or hospital leaving your health plan

*An acute medical condition is generally one caused by injury, illness (such as pneumonia), or other medical problem that requires prompt medical attention for a limited duration.

FAQ (Cont.)

I plan to change health plans and have a condition that may qualify for continuity of care. What is the process for accessing it in my new health plan?

You must call your health plan to request continuity of care. Additionally, your doctor or hospital must agree to keep you as a patient and agree to your plan's reimbursement terms. As part of this process, be ready to discuss your medical information, such as the name of your doctor or hospital, your medical condition, and treatments you are receiving. You can also ask for a copy of your health plan's policy on continuity of care at any time.

What if I need immediate treatment for a medical condition covered under continuity of care?

Complete the continuity or transition of care application form and contact your new plan's Customer Service number. Be sure to identify your medical condition and your need for immediate care. Your request should be expedited. The following information may be helpful:

- Anthem Blue Cross EPO and Select HMO – Continuity of care policy and form are available [here](#) or call 800.700.3739.
- Health Net – Click [here](#) for information and request form or call 800.654.9821.
- Kaiser – Contact Member Services at 800.464.4000 to request a form.
- UnitedHealthCare® Group Medicare Advantage HMO – Call 800.457.8506.

Congratulations

Congratulations to Robert A. Millikan Middle School (**John J. Plevak**, Principal), which has been redesignated a fourth time as a California School to Watch—Taking Center Stage. Schools selected for this honor excel in academic excellence, developmental responsiveness, social equity, and organizational structure as designated by the California League of Middle Schools. Millikan is one of only three LAUSD schools to achieve this honor. The other two are Oliver Wendell Holmes Middle School (**Hanh Kim D'Aloisio**, Principal) and Luther Burbank Middle School (**Christine Moore**, Principal). Congratulations to the students, staff, and community of these schools.

KNOW YOUR CONTRACT – PAYROLL ERRORS

During their careers, many AALA members have experienced a payroll error. More often than not, it has been rectified within the next few payroll cycles. However, there have been occasions when the District has notified an employee several years after a payroll error and demanded repayment. Please be advised that both the AALA certificated and classified bargaining agreements limit payroll recovery to three years. Article XII for certificated and Article XIV for Unit J state that errors in the employee's favor can be corrected for up to a maximum of three years from the date of the claim. When an employee has been overpaid, the District can seek recovery for a maximum of three years from the discovery of the error. If there are questions, please contact the AALA office.

HOW MUCH MEDIA IS TOO MUCH FOR CHILDREN?



A national survey conducted by the Erikson Institute found that, according to their parents, 85 percent of children under six use technology at home, some as much as two hours a day. These same parents say that the use of technology improves development, literacy, school readiness, and school success. While only 36 percent of parents in the survey reported that their pediatrician had talked with them about media use, the American Academy of Pediatrics does have specific recommendations for using technology with children. The

organization, in a shift from previous recommendations, now acknowledges that some media exposure can have value for children as young as 18 months, but it should not be used as a babysitter. In summary, parents are advised to monitor the quality of the content of their child's media use, as well as the quantity, and to explore it together. Below are key provisions of the recommendations:

- Avoid the use of screen media other than video chatting for children under 18 months.
- Parents should watch high-quality programming (such as *Sesame Street*) with children 18 to 24 months old and help them understand what they are seeing.
- Screen use for children ages 2 to 5 years should be limited to one hour per day of high-quality programs and parents should view with them.
- Limits should be placed on the time spent and types of media for children ages 6 and older and it should not replace physical activity and other behaviors essential to health.
- Parents should designate media-free times, such as during meals or while driving, and have media-free locations in the home, such as in bedrooms.
- Parents must continually stress online safety and behavior, including treating others with respect both online and offline.

ALUMNI LUNCHEON

Alumni members, if you missed the annual Fall Alumni Luncheon on October 19, you missed an enjoyable afternoon during which more than 80 of your retired colleagues gathered at Maggiano's at The Grove to reconnect with their friends, catch up on all of the latest news, and win fabulous prizes. The program began with **Juan A. Flecha**, AALA President, welcoming everyone and giving a brief update on AALA happenings. Then **Dan Isaacs**, AALA Administrator, introduced special guests Board Member **Scott Schmerelson**; former Board Members **Vickie Castro** and **David Tokofsky**, currently serving as AALA Strategist; and former superintendents **Gay Havard**, **Dr. Angie Stockwell**, and **Sid Thompson**.

The day's guest speaker, **Vivian Ekchian**, Local District Northwest Superintendent, was introduced by President Flecha and received an enthusiastic reception from the audience. She shared information with the group about the many positive programs that have been developed by the Northwest team to enrich the educational opportunities for the students in the Local District. Folders with a variety of data about Northwest were distributed to everyone at the conclusion of her remarks.

Following a tribute to members who passed away during the last year, the luncheon concluded with the much-anticipated opportunity drawings. Alumni members walked away with prizes that included \$300

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LUNCHEON (Cont.)

in gift cards and \$200 cash donated by the California Credit Union; a 32" television donated by NTA Life; tickets to performances at the Ahmanson Theatre and the Mark Taper Forum; two bottles of vintage wines valued at \$265; and a \$100 Trader Joe's gift card, included with a bag of goodies from the store. All of the proceeds from the opportunity drawings will go to Friends of AALA to fund scholarships for LAUSD students.

Mark your calendars now for the Spring Alumni Luncheon, which will be held on April 26, 2017. We are planning on having an outstanding guest speaker and more great prizes.

GRADUATION RATES INCREASE NATIONWIDE - CORRECTION

The article in last week's *Update* about graduation rates included a typo. The 2014-15 graduation rate for students with disabilities was 64.6, not 34.6 as printed.

CALENDAR

EVENT	DATE	CONTACT
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
NOVEMBER IS ALZHEIMER'S AWARENESS AND AMERICAN INDIAN/ALASKAN NATIVE HERITAGE MONTH		
MSPO Meeting at the Music Center	November 2, 2016 7:30 a.m. – 12:00 p.m.	Dr. Sandra Cruz , 818.832.3870
AAPA Bring Your Boss to Dinner at Golden Dragon Restaurant	November 2, 2016 5:00 p.m.	Robert Oye , robert.oye@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
Academic Decathlon Scrimmage	November 5, 2016	
Daylight Saving Time Ends (Change the batteries in your smoke alarms)	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	

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EVENT	DATE	CONTACT
MSAPO and SHAPO Meeting at Pickwick Gardens (Required)	November 10, 2016 7:30 a.m. – 12:00 p.m.	Martha Valencia , 323.826.1500 Juanita White-Holloman , 323.227.4400
EAPO Meeting at Pickwick Gardens	November 10, 2016 12:30 p.m. – 4:30 p.m.	Dr. Sylvester Harris , 213.484.0326
VETERANS DAY – Marks the end of WWI and celebrates all veterans	November 11, 2016	
AMERICAN EDUCATION WEEK	November 16 – 20, 2015	www.nea.org
COBA Meeting at Crenshaw HS – Library	November 16, 2016 5:30 p.m.	Josephine Ruffin , 323.296.2040 or josephineruffin@sbcglobal.net
GREAT AMERICAN SMOKEOUT	November 17, 2016	www.cancer.org
APSCO Meeting at Crenshaw High School	November 17, 2016 8:00 a.m. – 11:30 a.m.	Karen Fattal , 818.415.1300 or kfattal@lausd.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
Thanksgiving Recess	November 21-25, 2016	



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 at Roosevelt HS (LD East), Wright MS STEAM Magnet (LD West), and on the CSUN Campus.

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.



Currently accepting applications for the
2017-18 School Leadership Academy
A Preliminary Administrative Credential Program

Please share this news with your teachers!



Key Features:

- The program is conducted 100% online over 15 months.
- Approved by the California Commission on Teacher Credentialing
- Instructors are successful practitioners.
- The cohort size is limited to 20 participants.
- Classes start January 17, 2017.
- Tuition is \$9,500 payable over the four terms of the program.

*To request a detailed information packet and/or application packet,
please email cdietz@usc.edu or call Colleen Dietz at 213.740-7775*

Application deadline for 2017-18 cohort is November 16, 2016

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, 2017. Questions? Contact the LMU Doctoral Center at 310.338.7449 or doctoral@lmu.edu.



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

Euclid Avenue Elementary School, Local District East, MST 43G, E Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dalys Stewart**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Friday, November 4, 2016.

ASSISTANT PRINCIPAL, SECONDARY

Torres High School, Local District East, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Arturo Valdez**, Director, at 323.224.3100. Application deadline is 5:00 p.m., Friday, November 11, 2016.

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CERTIFICATED (Cont.)

ASSISTANT PRINCIPAL, SECONDARY

South Gate Middle School, Local District East, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **German Cerda**, Director, at 323.224.3100 or german.cerda@lausd.net. Application deadline is 5:00 p.m., Monday, November 7, 2016.

ASSISTANT PRINCIPAL, SECONDARY

Walnut Park Middle School STEM Academy, Local District East, MST 39G, 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, November 4, 2016.

ASSISTANT PRINCIPAL, ELEMENTARY

Plummer Elementary School, Local District Northwest, MST 38G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Margaret Kim**, Director, at 818.654.3600. Application deadline is 5:00 p.m., Wednesday, November 9, 2016.

ASSISTANT PRINCIPAL OPERATIONS, ADULT

North Valley Occupational Center, Division of Adult and Career Education, MST 38G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Alonzo Cienfuegos**, Coordinator, at 213.241.4953. Application deadline is 5:00 p.m., Wednesday, November 9, 2016.

CERTIFICATED, NON-SCHOOL-BASED

DIRECTOR, CHARTER-OPERATED PROGRAMS

Division of Special Education, MST 45G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Beth Kauffman**, Associate Superintendent, at 213.241.6701 or beth.kauffman@lausd.net. Application deadline is 5:00 p.m., Tuesday, November 8, 2016.

ASSISTANT DIRECTOR, PUPIL SERVICES

Student Health and Human Services Division, MST 42G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Alicia Garoupa**, Interim Director, at 213.241.3844. Application deadline is 4:30 p.m., Thursday, November 10, 2016.

COORDINATOR, ELEMENTARY ENGLISH/LANGUAGE ARTS INSTRUCTION

Local District West, MST 41G, Temporary Adviser, E Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Celia Cruz** at celia.cruz@lausd.net. Application deadline is 5:00 p.m., Wednesday, November 9, 2016.

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CLASSIFIED

FACILITIES ASSET DEVELOPMENT DIRECTOR

Facilities Services Division, \$133,100 - \$165,800, 12-month position. For more information and application procedures, please click [HERE](#). Application period is open until the position is filled.

NETWORK CONFIGURATION ADMINISTRATOR

Information Technology Division, \$84,000 - \$105,600, 12-month position. For more information and application procedures, please click [HERE](#). Application deadline is Wednesday, November 30, 2016.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 41G, B Basis	Roosevelt HS, Partnership for Los Angeles Schools	Margery Weller , 213.201. 2000, ext. 248, or Margery.Weller@partner shipla.org	Friday October 28, 2016
<i>COORDINATOR, INVESTMENT SCHOOLS PROGRAM-REED</i> MST 40G, A Basis	Human Resources Division	Leanne Hannah , Interim Director, 213.241.6158	<u>EXTENDED</u> 5:00 p.m. Monday October 31, 2016
<i>SPECIALIST, STUDENT INFORMATION SYSTEMS</i> MST 38G, E Basis	Student Integration Services	Almarie Polk , Principal Administrative Assistant, 213.241.6933	5:00 p.m. Tuesday November 1, 2016
<i>SECONDARY COORDINATOR, MASTER PROGRAM INSTITUTE</i> MST 42G, A Basis	Academic and Counseling Services, Division of Instruction	Jesus Angulo , Director, 213.241.7510 or jangulo@lausd.net	5:00 p.m. Thursday November 3, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Northridge Academy HS, Local District Northwest	Matthew Horvath , Director, 818.654.3600 or matthew.horvath@lausd.net	5:00 p.m. Tuesday November 8, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Sutter MS, Local District Northwest	Matthew Horvath , Director, 818.654.3600 or matthew.horvath@lausd.net	5:00 p.m. Tuesday November 8, 2016
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<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

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CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PROGRAM AND POLICY DEVELOPMENT ADVISOR, INNOVATION AND IMPROVEMENT SCIENCES</i> \$114,900 - \$142,300, 12-month position	Division of Instruction	Click HERE	Wednesday November 2, 2016
<i>SENIOR TECHNICAL PROJECT MANAGER</i> \$101,800 - \$126,100, 12-month position	Information Technology Division	Click HERE	Wednesday November 2, 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>DATABASE ADMINISTRATOR</i> \$101,100 - \$125,200, 12-month position	Information Technology Division	Click HERE	When Filled
<i>IT SECURITY MANAGER</i> \$101,800 - \$126,100, 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>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