

UPDATE

www.aala.us

Week of November 14, 2016

HAIL TO THE CHIEF! (AND WE GET LETTERS)

AALA was front and center at the meeting for Elementary School Principals earlier this month to learn more about how the “District is on the move.”

Superintendent King took a moment to give principals a gestalt explanation of the ACLU’s lawsuit against the District. She mentioned the potential 30% “exercise” to reduce budgets at the Central and Local Districts is in line with her commitment to decentralize and push resources from Central Office to Local Districts and schools. She punctuated the assertion with “It’s the right thing to do!”

The superintendent then addressed one of the hot topics on the mind of every principal in the room and in the system: the carryover of general funds for the 2017-18 school years. She committed to keeping principals “informed” and “updated,” and made an effort to allay the concerns by saying, “Don’t believe anything you hear unless it’s in writing from me.” The superintendent went on to say that she *will do everything possible for that not to happen*, and is working for it not to happen.

The message was received with some applause, and despite the genuine assertion AALA received this letter:

I had to write to you after hearing Michelle King yesterday. Our school’s 3027 has over \$100,000 that I have worked hard to save. I also purchase gift cards every month from my own pocket, and do a raffle for staff members who have perfect attendance. We have excellent attendance at my school. This is how we have been able to grow the account. 3027 is my "nest egg." Ms. King's announcement that the 3027 take back is a last resort doesn't help me. It actually makes me more frustrated! Do I spend it or not? Will I find out in March that yes they need that "last resort"?

I have been a dedicated employee of the District for over 20 years as a teacher, coordinator, Instructional Coach, Assistant Principal, and Elementary Principal. I have dutifully implemented, rolled out, supported, and facilitated the many District initiatives that come our way even when I really don’t believe in them! I nevertheless make it work! I have always supported the District throughout my career. I have to say, that since I have been a Principal, I feel like the decisions made at the top are incredibly insensitive to the challenges we face as school leaders.

If the District takes the 3027 rollover account and decides to offer Teacher Assistants benefits and foot us with the bill, how can I continue to “make it work” as I have in the past? When the District forced principals to reorganize our schools in 2012 in October and put all the ELs in one class, even though research shows this is not effective, I used 3027 money to hire supervision aides and

IN THIS ISSUE

HAIL TO THE CHIEF!

2017-18 SCHOOL CALENDAR

WHAT DO WE TELL THE CHILDREN?

FAQ – TAKING MULTIPLE MEDICATIONS

CONGRATULATIONS

AUTO-ENROLLMENT OPTION

UPDATE PERSONAL INFORMATION

IN MEMORIAM

TROOPS TO EDUCATION

CALENDAR

**USC ADMIN. CREDENTIAL PROGRAM
POSITIONS**

HAIL TO THE CHIEF (Cont.)

put Teacher Assistants in those classrooms. When Common Core came along and we got virtually no help from Central besides a few Power Point presentations, I put together a team and paid them from 3027 to develop protocols that we continue to use. When they told us to make the 3 Phase Math Lesson a weekly practice, I paid teachers from 3027 to plan them and we are now “making it work.” This year we are an ELLP Cohort school and although I am still not sure I believe this is a good idea, nevertheless, I have spent this year convincing my teachers that having Academies is a good idea. Students moving to different classrooms during a 45-minute block, participating in centers while the teacher meets with small groups cannot be done without a Teacher Assistant in each room! I have spent 3027 money to supply those centers and assured my teachers that they will have an aide. I am now ready to cancel the rollout of ELLP Academies.

How can I continue to support District initiatives when top officials continually tie my hands?

The writer goes on to say many principals are expressing the same sentiments. With this in mind, AALA administrators are respectfully requesting the health benefits for our labor partners be centrally funded and leave school coffers whole. As importantly, the determination to allow the 3027 account to rollover for the 2017-18 school year needs to happen now. This will give principals a reason for optimism and thankfulness given these hardest of times.

SCHOOL CALENDAR FOR THE 2017-18 SCHOOL YEAR

AALA and UTLA recently met with District representatives to discuss the 2017-18 calendar. Here are **some** important highlights of the proposed 2017-18 calendar:

21 AUG 17	Pupil Free Day
22 AUG 17	First Day of Instruction
01 SEP 17	Admissions Day
04 SEP 17	Labor Day
21 SEP 17	Unassigned Day
22 DEC 17	Fall Semester Ends
26 – 30 MAR 18	Spring Recess
2 APR 18	Unassigned Day

The District proposed school be in session on Monday, 20 NOV 17, and Tuesday, 21 NOV 17. Wednesday, 22 NOV 17, is marked as an unassigned day. This effectively reduces the Thanksgiving break to three days instead of a week. Moreover, the proposed calendar has a two-week winter break from 25 DEC 17 thru 5 JAN 18. AALA and UTLA are concerned with the potential for excessive absences and loss of ADA. With this in mind, the following recommendations were made:

Thanksgiving week—Add 2 days off (Monday and Tuesday) to the existing proposal

Winter break—Extend by 5 days from Jan 8-12 (including Jan 15-MLK) to return on Jan 16

AALA and UTLA are awaiting a determination from the District as soon as possible. Stay tuned!

WHAT DO WE TELL THE CHILDREN?

A message from **Superintendent Michelle King:**

I realize emotions are running extremely high following Tuesday's historic election, and that there may be concerns or anxiety among our students. We ask that principals, teachers and school-based staff be particularly mindful of students' feelings – especially in our most vulnerable communities – as a result of the charged rhetoric and deep divisions that ran throughout this election.

L.A. Unified's primary mission remains the education of our students. This election is an excellent opportunity to provide a lesson in democracy and to encourage students to embrace diversity, renounce intolerance and respect differing ideologies. These are important conversations that need to take place – today and in the days ahead – as we continue our work to provide a safe teaching and learning environment for our students. We also want our students, staff and families to know we are providing additional counseling services to those who may need it. Also, throughout this week, our Office of Human Relations, Diversity and Equity will be updating its website <http://achieve.lausd.net/Page/11704> with additional resources to support meaningful conversations around these sensitive issues. For more information, this office can be reached at 213.241.5337.

I am confident that every member of the L.A. Unified family will continue to support our students and serve as a role model in teaching them to be responsible members of a civic society. We remain united and strong in establishing our schools as safe and productive havens, particularly when the need for healing and common understanding is greatest.

In addition to the resources referenced by the Superintendent, an excellent article was posted in the *Huffington Post* on election day titled *What Do We Tell the Children* written by **Dr. Ali Michael**, educator and consultant. She wrote it in response to a question that a principal friend of hers had asked regarding the possibility of **Donald Trump** winning the election. The article offers some good suggestions and resources for administrators and teachers who may need to respond to questions and concerns posed to them by their students, especially since for the second time in twenty years, a person who lost the popular vote won the presidency. To access the article, please follow this link: [Tell the Children](#).

HEALTH BENEFITS FAQ— DO YOU TAKE MULTIPLE MEDICATIONS?

Does taking multiple medications include vitamins and other dietary supplements?

Yes, multiple medications include prescription drugs and over-the-counter products, such as vitamins, minerals, and herbs. In addition, many foods and drinks we purchase are fortified with vitamins and minerals. Common dietary supplements are calcium, Echinacea, fish oil, ginseng, glucosamine and/or chondroitin sulfate, garlic, vitamin D, St. John's wort, saw palmetto, ginkgo biloba, green tea, and many others.

FAQ (Cont.)

What are some of the problems associated with taking multiple medications?

According to the Harvard Medical School, taking a combination of five or more substances, called “polypharmacy,” increases the potential risks for drug interactions and side effects. Note how easy it is to take more than five substances daily. If you take two prescription medications plus a multivitamin, fish oil for omega 3, and additional calcium, that is already five substances. Add ibuprofen, acetaminophen, or naproxen for occasional pain or headache and vitamin C and Echinacea when coming down with a cold, you may reach six to eight medications, raising the potential for drug interactions.

There are several types of drug interactions—drug-to-drug, drug-to-condition, drug-to-food, and drug-to-alcohol. **Drug-to-drug** is the interaction between two substances, including supplements. Ginkgo biloba is known to reduce the effectiveness of blood-thinning medications and may even lead to a stroke. Similarly, aspirin with blood-thinning drugs can cause severe bleeding. **Drug-to-condition** indicates a medical condition that makes certain drugs harmful, such as the interaction between high blood pressure and certain nasal decongestants. **Drug-to-food** interactions occur when certain foods or drinks produce harmful effects. One common interaction is grapefruit juice and its effect of raising the level of some medications in the blood. Interactions involving **drug-to-alcohol** could result in loss of coordination, memory loss, or irritability.

What can I do to prevent possible interactions?

The most important thing to do is to review all your drugs and supplements with your primary care doctor. Patients often forget to include the dietary supplement they take. Share with your doctor all side effects experienced, however minor. Other helpful tips include:

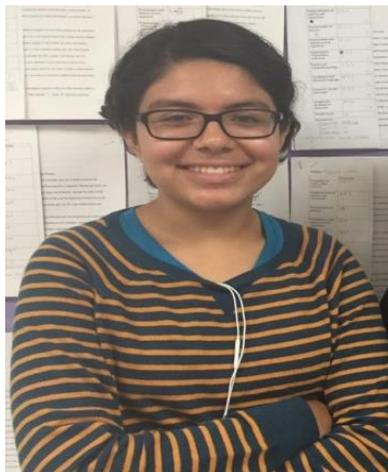
- Fill your prescriptions at one pharmacy and take medications as directed. Find out what you should do if you forget to take a medication. Talk to your pharmacist and share what supplements you also take. When your information is in one place, your pharmacist can alert you to potential interactions.
- Set up a medication schedule to remind you what to take and when. Use a reminder system, such as a day-of-the-week pillbox.
- Keep a list of all medications you take—the name and dose—on your person, at home, and with a loved one in case of medical emergency.
- See additional resources from Consumer Reports [here](#), and WebMD, [*Drug Side Effects Explained*](#).

Is there any way I can check for potential interactions between the drugs I take and my current dietary supplements?

Yes, there are many websites to check for interactions. AALA suggests the following:

- [WebMD](#)
- [AARP](#)
- [CVS](#)

Congratulations



Congratulations to **Genesis Aguilera**, a student in Bell High School’s Gifted/Highly Gifted Magnet, who obtained a perfect score on the Advanced Placement Spanish Language and Culture Exam last May. She was one of 108 students out of 163,405 to achieve this honor, placing her in the top .07 percent of test-takers in the world. The exam tested the students’ knowledge and skill of spoken, written, and interpretative communication in Spanish. Genesis, who received a letter from the College Board commending her on her performance, said, “I knew that I had done well, but I didn’t think I had done *that* well.” She is an excellent student, an accomplished artist, and an avid reader who aspires to a career as a translator or interpreter. Congratulations to Genesis, her Advanced Placement Spanish teacher, **Dulce León**, and her principal, **Rafael Balderas**.

AUTO-ENROLLMENT OPTION

AALA thanks **Brad Rumble**, AALA representative on the LAUSD Retirement Investment Advisory Committee, for submitting this article, written by **Alan Warhaftig**, Co-Chair of the committee.

To achieve financial security, employees must save aggressively for retirement. Those who do not are often faced with the *retirement gap*, which is the difference between the cost of living in retirement and the income streams the retiree will receive, including pensions and Social Security. The gap can be made up either by cutting expenses, such as moving somewhere with a lower cost of living, or by saving enough to fund the shortfall. The chart below shows how much must be saved, assuming a withdrawal rate of 4%, to make up the difference:

ANNUAL RETIREMENT GAP	REQUIRED SAVINGS
\$10,000	\$250,000
\$20,000	\$500,000
\$30,000	\$750,000

These numbers are achievable if employees begin saving early and avoid investments with high fees. There are many ways to save, but as of March 2015, *more than 50% of AALA members were not using a work-based retirement savings account*. Tax-deferred defined contribution plans are an efficient way to save for retirement. Contributions are made with pre-tax dollars, and neither contributions nor earnings are taxed until the funds are withdrawn years later. The following chart shows the accumulation at age 65 if someone contributes \$6,000 per year (\$500 per month) to a tax-deferred account: Double the numbers if the contribution is \$12,000 per year (\$1,000 per month).

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AUTO-ENROLL (Cont.)

EARNINGS AFTER FEES:	6%	5%	4%
Begin at age 25	\$958,482	\$744,282	\$582,432
Begin at age 35	\$489,628	\$409,348	\$343,756
Begin at age 45	\$227,822	\$203,728	\$182,516
Begin at age 55	\$81,632	\$77,496	\$73,588

LAUSD's 457(b) plan offers a variety of excellent, low-cost investment opportunities and was recognized with a 2014 plan design award by the National Association of Government Defined Contribution Administrators (NAGDCA). One advantage of a 457(b) plan is the ability to withdraw funds without penalty before age 59.5 – if the employee leaves LAUSD. The employee could use the money, paying taxes on withdrawals, or “roll” it into another pre-tax savings vehicle, such as a Traditional IRA. There is one potential drawback: To withdraw funds without penalty, or roll them over, the employee must have left LAUSD, no matter his or her age.

The LAUSD 457(b) plan is a governmental 457(b) plan, which offers participants important protections. Costs are paid by plan participants – not LAUSD – and LAUSD receives no revenue from the plan. The 457(b) plan is overseen by LAUSD's Retirement Investment Advisory Committee (RIAC), which meets monthly and advises the Chief Financial Officer, who is the plan's fiduciary. RIAC is composed of bargaining unit representatives and LAUSD staff, and is advised by an independent financial consultant (SST Benefits). The plan provider, beginning in January 2017, will be Voya Financial.

Unless instructed to the contrary, contributions will be invested in the Target Retirement fund appropriate to their age. The LAUSD 457(b) plan includes Blackrock Lifepath Index funds with retirement target dates from 2020 to 2050. Expense ratios range from 0.13% to 0.14%. With the 457(b) plan charge (as of 1/1/17) of 0.25%, the total cost for these options is 0.38%-0.39%. The weighted net expense ratio for the plan, as of the end of the third quarter of 2016, is an impressively low 0.18% (plus the plan charge, effect 1/1/17, of 0.25%). As of September 30, 2016, the 457(b) plan had 5,636 participants and more than \$110 million in assets; monthly contributions from January through September averaged \$1.6 million.

The investment options may be seen by clicking [HERE](#). Should they decide to do so, employees can transfer their money, at no cost, to any of the LAUSD 457(b) plan's other investment options. Employees may also increase their deductions up to the annual IRS limit of \$18,000 (\$24,000 for age 50 and older).

Automatic enrollment is an effective way to increase employee retirement savings. With auto-enrollment, all employees contribute a set percentage of their pay to their 457(b) account during each pay period. RIAC invites AALA and the other bargaining units to consider whether to implement auto-enrollment in the LAUSD 457(b) plan; if interested, each bargaining unit must decide what percentage of salary (usually 2-8%) would be deducted for its members. Once the account is established, employees are welcome, at no cost, to increase (up to the IRS maximum) or decrease their contributions. They may also opt out, though research suggests that about 90% do not. Employees would have 90 days to opt out

AUTO-ENROLL (Cont.)

and have their contributions returned. An additional choice is whether to implement auto-escalation, where the deduction would increase by 1% per year until it reaches 10%.

When auto-enrollment for the 457(b) was presented at AALA's Executive Board on September 26, retired principal and AALA consultant **Charlotte Lerchenmuller** offered an important observation. She said that when she became a teacher, she wasn't thinking about the pension or lifetime health benefits, but that today she is grateful that a previous generation had thought about retirement security. Auto-enrollment for the 457(b) will help current AALA members improve their financial security, and future members will be glad that their predecessors made an important decision that laid the groundwork for a secure retirement.

UPDATE PERSONAL INFORMATION

Effective November 23, 2016, all District employees who currently receive paper payroll checks or pay stubs will begin receiving them via U.S. mail at their mailing address, rather than at the worksite. As a reminder, paying all employees via direct deposit, which comes with a paperless pay stub, is still a District priority.

In order to ensure accurate District information for payroll and emergency situations, please update your personal information online by accessing the Employee Self Service (ESS) website at <https://selfservice.lausd.net>. ESS is available 24 hours a day, 7 days a week. Please note that information cannot be accessed through the Chrome and Safari Internet browsers. Apple users can access ESS via Citrix. You will need your single sign-on to access ESS. If you have any questions regarding ESS, please contact the ITD Help Desk at 213.241.5200.

IN MEMORIAM

JOAN KEITH—Former principal of Los Angeles Technology Center and San Pedro Adult School, assistant principal at Central and Banning-Narbonne-San Pedro community adult schools, and APACS at Westside Community Adult School. Mrs. Keith retired from the District on June 30, 1993, and passed away on November 6, 2016. Condolences may be sent to her husband, **Charles Keith**, at 3720 Williams Drive, 107, Georgetown, TX 78628, and her daughter, **Judy Levin-Greenberg**, at 17735 Kinzie St., #306, Northridge, CA 91325. A celebration of her life will be held at a later date.

TROOPS TO EDUCATION

In partnership with US VETs, the Human Resources Division's Career Ladder will be hosting a "Troops to Education" information session for current and former military veterans and their spouses about employment opportunities with the District. The event will take place at Bob Hope Patriotic Hall on Saturday, November 19, 2016, from 9:30 a.m. to 1:00 p.m. This is part of a national coordinated event, with 13 other school districts across the country hosting recruitment fairs on the same day. Information sessions will include veteran services providers, transferring military experience to education, teacher pathways, certification requirements, and classified career opportunities supporting student learning. LAUSD administrators are

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AUTO-ENROLL (Cont.)

asked to encourage military veterans and their spouses seeking careers in education to attend by registering at goteachinla.com/vet.

For questions about the “Troops to Education” event, please contact **Juan Puentes** at juan.puentes@lausd.net.

CALENDAR

EVENT	DATE	CONTACT
NOVEMBER IS ALZHEIMER’S AWARENESS AND AMERICAN INDIAN/ALASKAN NATIVE HERITAGE MONTH		
VETERANS DAY – Marks the end of WWI and celebrates all veterans	November 11, 2016	
AMERICAN EDUCATION WEEK	November 14 – 18, 2016	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	
Thanksgiving Day	November 24, 2016	
DECEMBER IS UNIVERSAL HUMAN RIGHTS MONTH AS DESIGNATED BY THE UNITED NATIONS GENERAL ASSEMBLY		
WORLD AIDS DAY	December 1, 2016	
CalSTRS Pre-Retirement Workshop at Polytechnic High School MPR	December 1, 2016 4:00 p.m. – 5:30 p.m.	Maria Voigt , 213.241.6365
AALA Representative Assembly Meeting	December 1, 2016 4:30 p.m.	
AAPA Educational Conference	December 2 – 4, 2016	Brian Sida , bsida@lausd.net
DACE Administrators’ Meeting at East L.A. Skills Center	December 2, 2016 8:00 a.m. – 12:00 p.m.	Dr. Clif DeCordoba , cdecordo@lausd.net
CMAA Winter Social at Monterey Hill Restaurant	December 2, 2016 5:00 p.m.	Yumi Kawasaki , 323.568.5528 or jyk2204@lausd.net



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 30, 2016

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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

Central Continuation High School/Tri-C Community Day School, Local District Central, MST 38G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Georgia Ann Lazo**, Director, at 213.241.0126. Application deadline is 5:00 p.m., Tuesday, November 22, 2016.

ASSISTANT PRINCIPAL, SECONDARY

Curtiss Middle School, Local District South, MST 39G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Veronica Aragon**, Director, at 310.354.3400. Application deadline is 4:00 p.m., Tuesday, November 22, 2016.

ASSISTANT PRINCIPAL OPERATIONS, ADULT

Huntington Park (Slawson) Community Adult School, 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., Monday, November 21, 2016.

CERTIFICATED, NON-SCHOOL-BASED

SPECIALIST, DISTRICT INTERN PROGRAM (Special Education Emphasis)

Human Resources Division, MST 38G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Erika Dodge** at 213.241.5466 or emd8614@lausd.net. Application deadline is 5:00 p.m., Wednesday, November 30, 2016.

CLASSIFIED

COORDINATOR OF CIVIC ENGAGEMENT

Office of the Superintendent, \$114,000 - \$142,000, 12-month position. For more information and application procedures, please click [HERE](#). Application period is open until position is filled.

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PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	Torres HS, Local District East	Arturo Valdez , Director, 323.224.3100	5:00 p.m. Friday November 11, 2016
<i>SPECIALIST, SPEECH AND LANGUAGE PROGRAM MST 38G, E Basis</i>	Division of Special Education	Mary Seimears , Coordinator, 213.241.6200	<u>EXTENDED</u> 12:00 p.m. Monday November 14, 2016
<i>ADMINISTRATIVE COORDINATOR, ADMINISTRATOR INDUCTION MST 43G, A Basis</i>	Human Resources Division	Ileana M. Dávalos , Director, idalvos@lausd.net	5:00 p.m. Tuesday November 15, 2016
<i>SPECIALIST, DUAL LANGUAGE PROGRAMS MST 38G, E Basis</i>	Division of Instruction	Susana Cuevas , susana.cuevas@lausd.net	5:00 p.m. Tuesday November 15, 2016
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	Bethune MS, Local District South	Dr. Reginald Sample , Director, 310.354.3400	4:00 p.m. Wednesday November 16, 2016
<i>COORDINATOR, PUPIL SERVICES AND ATTENDANCE MST 39G, E Basis</i>	Division of Student Health and Human Services	Alicia Garoupa , Interim Director, 213.241.3844	5:00 p.m. Thursday November 17, 2016
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>NETWORK CONFIGURATION ADMINISTRATOR \$84,000 - \$105,600, 12-month position</i>	Information Technology Division	Click HERE	Wednesday November 30, 2016
<i>DIRECTOR OF RESEARCH AND DATA ANALYSIS \$94,000 - \$119,200, 12-month position</i>	Office of the Board of Education	Click HERE	When Filled
<i>DATABASE ADMINISTRATOR \$101,100 - \$125,200, 12-month position</i>	Information Technology Division	Click HERE	When Filled
<i>IT SECURITY MANAGER \$101,800 - \$126,100, 12-month position</i>	Information Technology Division	Click HERE	When Filled

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<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