

# UPDATE

[www.aala.us](http://www.aala.us)

Week of November 20, 2017

## LET US BE THANKFUL

Thanksgiving Day and all that it represents for the country is approaching fast. With this in mind, it is important to be thankful of the many opportunities within our educational system. Granted, the past few years in LAUSD have not been easy. However, the District has continued to provide what some call Statue of Liberty schools, serving all students regardless of gender, ethnicity, race, religion, disability, or economic background. AALA celebrates its successes, even as the status quo continues to be questioned, and members challenge themselves to better serve students and school communities. In the spirit of the season, AALA is thankful that:

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1. We are in a profession once referred to by **Nelson Mandela** as *the most powerful weapon which you can use to change the world*.
2. Our members, classified and certificated, have continued to answer the call every day, remained collegial and optimistic, while struggling with daily media criticism, disrespect, autocracy, poor planning, and questionable decisions.
3. We are making a positive difference in the life of a child every day.
4. Our work with the day-to-day challenges of running a school or an office that supports the work of schools provide opportunities that millions of children around the world do not get.
5. The Acting Superintendent, **Vivian Ekchian**, is openly communicating with employees, listening carefully, and demonstrating leadership amidst the most daunting of times for public education, as we know it.
6. **Acting Superintendent Ekchian will consider supporting the moratorium to suppress unnecessary emails during the week of Thanksgiving. AALA members need to rejuvenate themselves and reconnect with their families and friends. This is especially important since the majority of our members do not have District issued mobile phones.**
7. LAUSD labor partners, including AALA, continue negotiating for our health care to ensure no reduction in services or the imposition of the District's so-called cost-saving opportunities in the form of employee or retiree paid premiums.
8. The CalSTRS and CalPERS retirement systems remain the strongest in the nation.
9. Friends of AALA received outstanding support from friends and colleagues, allowing our nonprofit entity to award \$70,000 in scholarships to LAUSD students from the Class of 2017.

**WE WISH ALL AALA MEMBERS A RELAXING AND ENJOYABLE HOLIDAY!**



## JOIN THE AALA ANGELS



In this season of giving, don't forget our LAUSD students need your help to achieve their educational goals. Forty-five active members have already joined the ranks of AALA angels and signed up for a \$5 monthly tax-deductible payroll deduction to support the Friends of AALA scholarship program. You, too, can become an angel, simply complete the online form (click [HERE](#)) and email to AALA President **Juan A. Flecha** at [juan.flecha@lausd.net](mailto:juan.flecha@lausd.net) or fax to the office, 213.484.0201.

## INTRODUCING JAVIER MELENDEZ

We wish to introduce to all AALA members **Javier Melendez**, who has joined the office staff at AALA headquarters as an administrative assistant. Javier, a native of Lima, Peru, came to the United States with his family more than thirty years ago. When he first arrived, he attended L.A. Valley College and worked as a teacher assistant at Lanai Road and Colfax elementary schools, following his older brother and sister who are both teachers. However, he decided the classroom was not for him and looked for more economic opportunities in the banking industry. After several years as a mortgage broker, Javier took an early retirement. However, three years later, he was bored and fortunately, for us, he decided to reenter the workforce. He started working at AALA two months ago and has become a valuable member of our team. Welcome, Javier.



## HEALTH BENEFITS FAQ— *WHAT'S COOKING FOR THE HOLIDAYS?*

Thanksgiving signals the beginning of holiday feasting, reminding us to take a little extra care when preparing foods. The following information about cooking temperatures is a reprint from [Foodsafety.gov](http://foodsafety.gov), the gateway to food safety information provided by government agencies.

### Safe Minimum Cooking Temperatures

Use the chart on the following page and a food thermometer to ensure that meat, poultry, seafood, and other cooked foods reach a **safe** minimum internal temperature. Remember, you cannot tell whether meat

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## FAQ (Cont.)

is cooked enough by looking at it. Any cooked, uncured red meats, including pork, can be pink, even when the meat has reached a safe internal temperature.

### **Why the Rest Time is Important**

After you remove meat from a grill, oven, or other heat source, allow it to rest for the specified amount of time. During the rest time, its temperature remains constant or continues to rise, which destroys harmful germs.

Category	Food	Temperature (°F)	Rest Time
<b>Ground Meat &amp; Meat Mixtures</b>	Beef, Pork, Veal, Lamb	160	None
	Turkey, Chicken	165	None
<b>Fresh Beef, Veal, Lamb</b>	Steaks, Roasts, Chops	145	3 minutes
<b>Poultry</b>	Chicken & Turkey, Whole	165	None
	Poultry Breasts, Roasts	165	None
	Poultry thighs, legs, wings	165	None
	Duck & Goose	165	None
	Stuffing (cooked alone or in bird)	165	None
<b>Pork and Ham</b>	Fresh Pork	145	3 minutes
	Fresh Ham (raw)	145	3 minutes
	Precooked Ham (to reheat)	140	None
<b>Eggs &amp; Egg Dishes</b>	Eggs	Cook until yolk and white are firm	None
	Egg Dishes	160	None
<b>Leftovers &amp; Casseroles</b>	Leftovers	165	None
	Casseroles	165	None
<b>Seafood</b>	Fish with Fins	145 or cook until flesh is opaque and separates easily with a fork	None
	Shrimp, Lobster, and Crab	Cook until flesh is pearly and opaque	None
	Clams, Oysters, and Mussels	Cook until shells open during cooking	None
	Scallops	Cook until flesh is milky white or opaque and firm	None

# Congratulations

After 35 years with the District, **Rick Henry**, Area Facilities Services Director, is retiring. His retirement party will be held on Wednesday, November 29, 2017, at 11:30 a.m., at the San Antonio Winery, 737 Lamar Street, Los Angeles. Please RSVP to **Javier Hernandez** at 323.224.4565 or **Marie Nunez** at 323.224.4512.

**Roger Finstad**, Director of Maintenance and Operations, is retiring after 38 years of service to LAUSD. Join him at his retirement celebration on Friday, December 1, 2017, at 12:00 p.m., at the Castaway Restaurant, 1250 E. Harvard Road, Burbank. Please RSVP immediately to **Lilia Geiger** at 213.241.0720.

## MANAGING JOB STRESS

**Dr. Lori Boyland**, a professor at Ball State University, conducted a study on job stress and coping strategies of elementary principals in Indiana several years ago. Her research confirmed what we, at AALA, have been expressing for some time, the principalship is a challenging position that innately tends to require long hours and multiple responsibilities, which can lead to stress. The job of the LAUSD principal has changed dramatically over the last few years with leadership changes, continuous reorganizations, new programs, decreased support, budget cuts, increased workload, LCAP, lack of job security, and intense focus on graduation rates, bringing with it increased job stress and time demands. While some stress is a normal part of the job, excessive, unmanaged stress can lead to physical and mental health problems. Medical professionals have called stress that continues for months or years *chronic stress* and have linked it to many health issues, such as muscle tension and pain, memory loss, decreased energy, and disrupted sleep, which can impact job performance and the ability to effectively lead the school. As far back as 2003, research was showing that the long hours and high stress were putting principals at greater risk for exhaustion and major health issues. Even though it has been found that the majority of principals still find their jobs rewarding, chronic stress can make the position unmanageable and ultimately undesirable.

The Indiana principals who participated in the study were found to be experiencing moderate to high levels of job stress that was increasing over time. Those in the urban areas indicated the highest levels of job stress and generally stated that it was due to *task overload*—a state in which they found themselves almost continually. They attributed it to the myriad meetings, paperwork, deadlines, reports, plans, testing, and continual budget cuts. The principals in this study reported that they were responsible for an unrealistically large number of duties, increasing the pace and complexity of the job over time, leading to frustration and chronic stress. This is the same environment in which AALA members find themselves.

Dr. Boylan's research suggests that principals need to be provided with some structured support, such as reducing paperwork, adding assistant principals, providing release time for teachers to assist with some

## **STRESS (Cont.)**

tasks, mentoring, more meaningful evaluation procedures, and professional development on time management, communication, problem-solving, and stress management. While her study focused on elementary principals, her findings can certainly be ascribed to all front-line managers.

As we enter into the busy and stressful holiday season, take some time to look at the strategies listed below and try to incorporate them into your daily work routine. They are 20 of the most common techniques cited by the Indiana principals as helpful in managing their stress.

1. Regular exercise—even a brisk walk in or outside of the school.
2. Try to leave work at work—try to get out of the habit of taking it home with you.
3. Take time to eat during the day—take a break and always keep healthy snacks available and drink plenty of water.
4. Don't dwell on your mistakes—learn from them and move on.
5. Journaling aids in reflection and perspective.
6. Get out of the office and go be with the kids.
7. Network with others—build a support system of other administrators with whom you can talk.
8. Play relaxing or inspirational music in your office.
9. Increase your levels of communication with staff and parents—more communication means fewer problems.
10. Write out tomorrow's "to do" list before you leave each day.
11. Look at the big picture—take one day at a time.
12. Don't make snap decisions—slow down your reaction to an emotional situation.
13. Don't take it personally—it is usually the position, not you, that people are reacting to.
14. Keep your sense of humor.
15. Be optimistic—keep a positive attitude.
16. Hire good staff.
17. Balance your life—family, friends, recreation.
18. Identify something healthy and positive that you really enjoy and do it regularly.
19. Take some deep breaths.
20. Get organized.

## **EXTENDED SCHOOL YEAR SURVEY**

The Division of Special Education is planning for Extended School Year (ESY) 2018 and has developed an ESY Staff Interest Survey for administrators who may be interested in working next summer (June 27 – July 24, 2018). Tentatively, and for planning purposes only, interested administrators are asked to complete the survey. **THIS IS NOT A GUARANTEE OF EMPLOYMENT.** If you wish to share an assignment, it must be submitted with the name of a confirmed assignment partner. Dates, times, and sites are subject to change. ESY staff may be assigned to support more than one site during the session. Please click [HERE](#) (must be logged into your LAUSD Google account Drive using your LAUSD single sign-on to access) if you are interested in possible employment.

## STATUS OF CALIFORNIA WOMEN AND GIRLS

Every year, Mount Saint Mary's University in Los Angeles produces the annual *Report on the Status of Women and Girls in California*. The university is a leading researcher on gender issues and has opened the Center for the Advancement of Women, which provides data and advocacy training to improve the lives of women, girls, and families. Below are some highlights from the report:

- There are 19.7 million women and girls in California, 50% of the population; 38% Latina, 38% White, 15% Asian American, 6% African American, and 3% other.
- 28% of California's women and girls are foreign-born, compared to 14% in the country as a whole.
- 16%, approximately 3 million, live in poverty.
- 22% of the state legislature is female.
- Only 4% of the state's 400 largest companies have female CEOs.
- 20% of California women have only a high school diploma; 20% have a bachelor's degree .
- Women hold half of all postsecondary degrees, but less than half of the professional and doctoral degrees.
- Women are paid less than men across all occupations, earning 86 cents for every dollar that men earn.
- California women outlive men by almost five years and outlive women across the country by two years.
- 41% of women in the state are married; 24% African American, 55% Asian American, 48% White, and 41% Latina.

## Volunteer to Help Children Struggling with Reading!

Join LA's BEST After School Enrichment Program & AARP Foundation Experience Corps and become a Book Buddy to change a child's life!

Volunteers 50+ years of age will be trained to work with kinder to second grade students in small groups to tutor them in reading during the after school hours.

Join an information session in Downtown LA!

10/30 - 4:00  
11/09 - 4:00  
11/14 - 5:00  
11/29 - 4:00  
12/08 - 3:30  
12/11 - 4:00



To RSVP and get more information, please contact:


Christine Posadas • LA's BEST AARP Book Buddies Coordinator  
213.745.1900 x 52961 • christinep@lasbest.lausd.net

# Associated Administrators of Los Angeles

## CALENDAR

EVENT	DATE	CONTACT
<b>NOVEMBER IS ALZHEIMER'S AWARENESS, EPILEPSY AWARENESS, FAMILY LITERACY, NATIVE AMERICAN HERITAGE, NATIONAL CHILD SAFETY AND PROTECTION, AND NATIONAL HOMELESS YOUTH AWARENESS MONTH</b>		
<b>Annual Benefits Open Enrollment Period</b>	November 1 – 19, 2017	<a href="http://benefits.lausd.net">benefits.lausd.net</a>
<b>SUBSTITUTE EDUCATORS APPRECIATION DAY</b>	November 17, 2017	
<b>Unassigned Days</b>	November 20 – 22, 2017	
<b>Building Character: Empathy, Compassion and Kindness Workshop</b> at Cedars-Sinai	November 20, 2017 8:30 a.m. – 4:30 p.m.	<b>Sara Brown</b> , 310.423.3506 or <a href="mailto:sara.brown@cshs.org">sara.brown@cshs.org</a>
<b>THANKSGIVING DAY</b>	November 23, 2017	
<b>Thanksgiving Holiday</b>	November 24, 2017	
<b>Retirement Party for Rick Henry</b> at San Antonio Winery, Los Angeles	November 29, 2017 11:30 a.m.	<b>Javier Hernandez</b> , 323.224.4565 or <b>Marie Nunez</b> , 323.224.4512
<b>COBA Meeting</b> at Crenshaw HS Library ( <b>New Date</b> )	November 29, 2017 5:30 p.m. – 7:30 p.m.	<b>Josephine Ruffin</b> , 323.496.7533 or <a href="mailto:josephineruffin@sbcglobal.net">josephineruffin@sbcglobal.net</a>
<b>Elementary Principals' Meeting</b> at Pickwick Gardens ( <b>Required</b> )	November 30, 2017 7:30 a.m. – 12:00 p.m.	<b>Edgardo Enrique Soberanes</b> , 323.582.6387 or <a href="mailto:esoberan@lausd.net">esoberan@lausd.net</a>
<b>CalSTRS Preretirement Workshop</b> at Polytechnic HS, Cafeteria/MPR	November 30, 2017 4:00 p.m.	<b>Maria Voigt</b> , 213.241.6365 or click <a href="#">HERE</a> to register
<b>DECEMBER IS UNIVERSAL HUMAN RIGHTS MONTH</b>		
<b>WORLD AIDS DAY</b>	December 1, 2017	
<b>Retirement Celebration for Roger Finstad</b> at Castaway Restaurant, Burbank	December 1, 2017 12:00 p.m.	<b>Lili Geiger</b> , 213.241.0720
<b>NATIONAL SPECIAL EDUCATION DAY</b>	December 2, 2017	
<b>COMPUTER SCIENCE EDUCATION WEEK</b>	December 4 – 10, 2017	
<b>Middle School Principals' Meeting</b> at UCLA	December 6, 2017 7:30 a.m. – 12:00 p.m.	<b>Edward Colación</b> , 213.739.6500 or <a href="mailto:eac3110@lausd.net">eac3110@lausd.net</a>
<b>Special Education Principals' Meeting</b> at Beaudry, 17-117	December 6, 2017 12:00 p.m. – 4:30 p.m.	<b>Melissa Winters</b> , 213.749.8310 or <a href="mailto:mrw4766@lausd.net">mrw4766@lausd.net</a>
<b>CalSTRS Preretirement Workshop</b> at Ramona ES, Auditorium	December 7, 2017 4:00 p.m.	<b>Maria Voigt</b> , 213.241.6365 or click <a href="#">HERE</a> to register

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EVENT	DATE	CONTACT
<b>AAALA Representative Assembly Meeting</b>	December 7, 2017 4:30 p.m.	<b>Gema Pivaral</b> , 213.484.2226
<b>COBA Winter Holiday Social</b> at Proud Bird Restaurant	December 9, 2017 7:00 p.m. – 11:00 p.m.	<b>Josephine Ruffin</b> , 323.496.7533 or <a href="mailto:josephineruffin@sbcglobal.net">josephineruffin@sbcglobal.net</a>
<b>WINTER RECESS</b>	December 18, 2017 – January 5, 2018	
<b>WINTER SOLSTICE – Shortest Day of the Year</b>	December 21, 2017	

## SPECIAL ANNOUNCEMENTS

- **OPEN ENROLLMENT ENDS AT MIDNIGHT THIS SUNDAY, NOVEMBER 19, 2017.**
- **UPDATE WILL NOT BE PUBLISHED NEXT WEEK. THE NEXT ISSUE WILL BE DATED DECEMBER 4, 2017.**

## UCLA DOCTORATE OF EDUCATION (ED.D.) IN EDUCATIONAL LEADERSHIP



*The Graduate School of Education and Information Studies at UCLA is now ranked #3 among graduate schools of education in the country by U.S. News and World Report (behind #1 Harvard and #2 Stanford, tying for 3rd place with two other great institutions in the Midwest and East).*

We seek educators committed to improving practice and equity across the K-16 continuum; those who guide their work by principles of individual responsibility, an ethic of excellence, and a commitment to the communities they serve.

Each cohort in the UCLA Educational Leadership Program (ELP) embarks on a practitioner-oriented three-year experience in a supportive environment with outstanding faculty and expert educational practitioners. Established in 1993, UCLA's small, student-focused Ed.D. program prepares educators to advance educational organizations and improve educational outcomes for children, youth, and adults.

**The last ELP Information Session dates for this fall are 12/2 and 12/16.** Space is limited. Please sign up at <http://gseis.ucla.edu/education/academic-programs/educational-leadership-program/elp-information-sessions/>. If you encounter technical difficulties or need further information, please email [eddinfo@gseis.ucla.edu](mailto:eddinfo@gseis.ucla.edu), call 310.206.1673, or visit <http://gseis.ucla.edu/education/academic-programs/educational-leadership-program/>. **Application deadline is February 1, 2018.**



## 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**

#### ***DIRECTOR, SECONDARY***

**Local District South, MST 46G, Temporary Adviser, E Basis.** For more information, contact **Susana Romo** at [susana.romo@lausd.net](mailto:susana.romo@lausd.net). Application deadline is 5:00 p.m., Wednesday, November 29, 2017.

#### ***ASSISTANT PRINCIPAL, SECONDARY***

**Gardena High School, Local District South, MST 40G, B Basis.** For more information, contact **Veronica Aragon**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Thursday, November 30, 2017.

#### ***ASSISTANT PRINCIPAL, SECONDARY***

**Pacoima Middle School, Local District Northeast, MST 40G, B Basis.** For more information, contact **Ari Bennett**, Director, at 818.252.5400 or [abenne2@lausd.net](mailto:abenne2@lausd.net). Application deadline is 5:00 p.m., Thursday, November 30, 2017.

#### ***ASSISTANT PRINCIPAL, SECONDARY***

**Panorama High School, Local District Northeast, MST 40G, B Basis.** For more information, contact **Ari Bennett**, Director, at 818.252.5400 or [abenne2@lausd.net](mailto:abenne2@lausd.net). Application deadline is 5:00 p.m., Thursday, November 30, 2017.

#### ***ASSISTANT PRINCIPAL, SECONDARY***

**Sun Valley High School, Local District Northeast, MST 40G, B Basis.** For more information, contact **Ari Bennett**, Director, at 818.252.5400 or [abenne2@lausd.net](mailto:abenne2@lausd.net). Application deadline is 5:00 p.m., Thursday, November 30, 2017.

#### ***ASSISTANT PRINCIPAL, SECONDARY***

**Vista Middle School, Local District Northeast, MST 40G, B Basis.** For more information, contact **Ari Bennett**, Director, at 818.252.5400 or [abenne2@lausd.net](mailto:abenne2@lausd.net). Application deadline is 5:00 p.m., Friday, December 1, 2017.

#### ***ASSISTANT PRINCIPAL, SECONDARY***

**Stephen White Middle School, Local District South, MST 40G, B Basis.** For more information, contact **Veronica Aragon**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Thursday, November 30, 2017.

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## CERTIFICATED (Cont.)

### **SPECIALIST, MANDARIN DUAL LANGUAGE PROGRAMS**

**Multilingual and Multicultural Education Department, Division of Instruction, MST 38G, Temporary Adviser, E Basis.** For more information, contact **Maria Bommarito**, Director, at 213.241.5882. Application deadline is 5:00 p.m., Friday, December 1, 2017.

## PREVIOUSLY ANNOUNCED POSITIONS

<b>CERTIFICATED POSITIONS</b>	<b>LOCATION</b>	<b>CONTACT</b>	<b>DEADLINE</b>
<i>PRINCIPAL, SECONDARY</i> MST 45G, E Basis	Young Oak Kim Academy, Local District Central	<b>Dr. Chiae Byun-Kitayama</b> , Director, 213.241.0126 or <a href="mailto:cbyun1@lausd.net">cbyun1@lausd.net</a>	5:00 p.m. Monday November 20, 2017
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	George Washington Preparatory HS, Local District West	<b>Candice Waters</b> , Director, 310.914.2100 or <a href="mailto:candice.waters@lausd.net">candice.waters@lausd.net</a>	5:00 p.m. Monday November 20, 2017
<i>COORDINATOR, EDUCATOR DEVELOPMENT AND SUPPORT</i> MST 41G, E Basis	Professional Learning and Leadership Development Branch	<b>Iliana Dávalos</b> , Director, 323.241.3444	5:00 p.m. Tuesday November 21, 2017
<i>SPECIALIST, LEAST RESTRICTIVE ENVIRONMENT</i> MST 38G, E Basis	Local District East, Division of Special Education	<b>Janet Montoya</b> , Administrator, 323.224.3300	5:00 p.m. Wednesday November 22, 2017
<i>PRINCIPAL, ELEMENTARY</i> MST 43G, E Basis	Sylvan Park ES, Local District Northeast	<b>Maria Nichols</b> , Director, 818.252.5400	5:00 p.m. Monday November 27, 2017
<i>COORDINATOR, INSTRUCTIONAL DATA</i> MST 41G, E Basis	Multilingual and Multicultural Education Department	<b>Lydia Acosta Stephens</b> , Administrator, 323.241.5582	5:00 p.m. Monday November 27, 2017
<i>SPECIALIST, INSTRUCTIONAL TECHNOLOGY</i> MST 38G, E Basis	Local District South	<b>Pedro Garcia</b> , Administrator of Instruction, 310.354.3406 or <a href="mailto:pag0011@lausd.net">pag0011@lausd.net</a>	5:00 p.m. Monday November 27, 2017
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Susan Miller Dorsey HS, Local District West	<b>Barbara Jacobs</b> , Secretary, 310.914.2100 or <a href="mailto:barbara.jacobs@lausd.net">barbara.jacobs@lausd.net</a>	5:00 p.m. Tuesday November 28, 2017

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY MST 39G, B Basis</i>	Bret Harte Preparatory MS, Local District West	<b>Candice Waters</b> , Director, 310.914.2100 or <a href="mailto:candice.waters@lausd.net">candice.waters@lausd.net</a>	5:00 p.m. Tuesday November 28, 2017
<i>ASSISTANT PRINCIPAL, SECONDARY MST 40G, B Basis</i>	Communication and Technology School at Diego Rivera LC, Local District South	<b>Linda Kay</b> , Interim Director, 310.354.3251	5:00 p.m. Wednesday November 29, 2017
<i>ASSISTANT PRINCIPAL, ELEMENTARY MST 38G, B Basis</i>	West Athens ES, Local District West	<b>Salvador Rodriguez</b> , Director, 310.914.2100	4:00 p.m. Wednesday November 29, 2017
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SUSTAINABILITY SPECIALIST \$87,859 - \$108,975, 12-month position</i>	Sustainability Initiatives Unit	Click <a href="#">HERE</a>	Wednesday November 22, 2017
<i>DIRECTOR OF FACILITIES MAINTENANCE &amp; OPERATIONS \$169,080 - \$208,840, 12-month position</i>	Maintenance & Operation Branch, FSD	Click <a href="#">HERE</a>	Friday December 1, 2017
<i>.NET DEVELOPER \$90,900 - \$113,100, 12-month position</i>	ITD	Click <a href="#">HERE</a>	When Filled
<i>INSURANCE COORDINATOR \$85,068 - \$105,856, 10-, 11- or 12- month position</i>	Risk Mgmt. & Insurance Services	Click <a href="#">HERE</a>	When Filled
<i>SENIOR BUILDING PROJECT ESTIMATOR \$81,100 - \$101,100, 12-month position</i>	Cost Estimating Unit, FSD	Click <a href="#">HERE</a>	When Filled