

UPDATE

www.aala.us

Week of August 24, 2020

A HARM TO ONE...

The AALA Bargaining Team (**Juan A. Flecha**, President; **Kevin Kilpatrick**, Vice President School Support Administrators; **Phyliss Lott**, Unit J Vice President; **Nery Paiz**, Elementary Vice President; **Elsa Madrid**, Adult Vice President; **Dr. Ayanna Davis**, Early Childhood Education Vice President; **Dr. Judith Perez**, Lead Negotiator) has begun negotiations with the LAUSD Office of Labor Relations.

The AALA team is approaching this demand to bargain with the same seriousness and aplomb as always. However, different from past negotiations, we are negotiating with a sense of somberness, sadness, and demoralization like never before. This has everything to do with the harm one of our members is suffering:

I am writing to urge you of the importance of allowing administrators to work from home. Use my situation as an example. This morning, sadly, I was informed that I have tested positive for COVID-19. My spouse is lying in bed with high fevers; my parent who lives with me is now at risk as well as my children. Tomorrow morning, I have to take them to have a swab forced up their nose. Last night they cried as they are afraid because both of their parents are positive.

Now is not the time for the District to be thinking about distributing yet another packet or adding more to administrators' plates. We are filled with tasks that are overwhelming; yet, every day we are given more and more. Why can't they take some of the items off our plates, such as the Safety Plan? I write this email wondering if my symptoms will be mild or intense. It simply is not fair that our health and wellness are not being taken into consideration. As I said, my supervisor has been amazing and working with me but all of us should be working remotely. It is not enough for us to have to 'ask' permission. I write on behalf of all administrators who are scared to speak up. COVID-19 is real and now I find myself in the midst of a battle that could have been avoided.

The members of our bargaining team can tell you we get our mojo and stride knowing that the majority of you support our efforts and have confidence in our ability to collectively bargain on your behalves. And we make a sincere effort to bring your voices and your *Tales from the Crypt* front and center during negotiations. Rest assured that our COVID-19 stricken colleague in the above email (and others we may not know about), the outright fear all of you working in the field have, and your outrage at the District's distrust of you weigh heavily on the negotiation team. Moreover, know your voices are there with us.

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HARM (Cont.)

AALA's side letter proposals to the District include:

- Notification
- Cleaning and disinfecting
- Supplies
- An Emergency Hotline
- Training and Cooperation
- Physical Distancing
- Face Coverings
- Essential Visitors
- Health Screenings
- Contact Tracing
- Communication
- Reopening of Schools
- Salary
- Vacation Cap 2020-2021
- Working Conditions
- Parity

In closing, please take a moment to sending good and positive vibrations to our stricken colleagues—those we know about and those who are suffering in silence. We wish them and their families the speediest of recoveries; and vow to fight like hell so when they return, conditions are safer and more humane—because a harm to one is a harm to all.

UPDATE ON STIPENDS FOR ACTIVE MEMBERS



AALA negotiated the following for its members:

In order to recognize the exemplary efforts made by AALA bargaining unit members to support students and their families from the onset of the COVID-19 pandemic through the reopening of schools in the fall of 2020, the District agrees to provide a nonprecedent setting, one-time \$1000 (one thousand dollar) stipend to each active salaried member of the bargaining unit employed on August 18, 2020. For those retiring on or after June 30 but before August 18, the stipend will be prorated to \$500.

Certificated members will receive the negotiated stipend on September 4, 2020. Classified members will receive their stipend on September 30, 2020.

HEALTHCARE FAQs— *ARE YOU EXPERIENCING PANDEMIC-RELATED STRESS?*

The coronavirus pandemic is stressful for many people. Fear that you or family members may get infected, the potential severity of the disease, uncertainty about treatment and cure, new protocols for work, and the responsibility of the health and safety of staff and students—all can trigger strong emotions in adults and children.

According to the Mayo Clinic, the [common effects of stress](#) may be manifested in the following ways:

On your body	On your mood	On your behavior
Headache	Anxiety	Overeating or undereating
Muscle tension or pain	Restlessness	Angry outbursts
Chest pain	Lack of motivation or focus	Drug or alcohol misuse
Fatigue	Feeling overwhelmed	Tobacco use
Stomach upset	Sadness or depression	Exercising less often
Sleep problems		

While some emotional conditions are best supported through professional mental health services offered by the District’s health plans, we can all benefit from relaxation techniques to combat stress.

What are some simple stress relief techniques I can use at my worksite?

- **Try some sensory relief:** Close your eyes and visualize nature’s beauty, a favorite photo/memento, or fond memory; spray your surroundings with an essential oil and enjoy the soothing effect; give yourself a neck or hand massage; sip a cold, refreshing drink or chew a piece of sugarless gum; play soft music during your commute.
- **Breathing exercise:** Try the 4-7-8 breathing routine. Empty your lungs of air, then breathe in through your nose for 4 seconds, hold your breath for 7 seconds, then expel it through your mouth for 8 seconds, making a whooshing sound. Repeat up to 4 times.
- **Muscle relaxation:** For neck tension, tilt your chin to your chest and hold for 10-20 seconds, then relax and raise your head slowly; tilt your head back, hold, then relax and raise. Do the same to each side. Repeat this routine several times. For tension in other parts of the body, such as sore shoulders, you can do shoulder rolls (forward and back). For relaxing your upper body, sit tall in your chair, stretch your arms overhead and interlock fingers with palms facing the ceiling; tilt your head back to gaze at the ceiling. Inhale, exhale, and release slowly.
- **Wrist and Finger Stretch:** While seated, extend your right arm out in front of you, hold your hand up with fingers to the ceiling and palm facing away from you. Then, with your left hand, push your fingers toward your body and hold for five seconds or more. Do the same with hand and fingers pointing downward. Then repeat with your other hand.

For additional information, click on: [Relaxation Techniques for Stress](#).

WHY ARE BEAUDRY EMPLOYEES ABLE TO WORK REMOTELY?

Many school-based administrators are wondering why those who have positions at Beaudry are allowed to work remotely while others must report to their sites. We think it only fair to our school support administrative colleagues to share with you the rationale. The Beaudry building has 29 floors with thousands of employees and although there are several elevators, accessing a specific floor in the morning, at lunch, and at the end of the day is a challenge. Now, within the throes of the pandemic, the Department of Public Health guidelines require individuals to maintain a 6-foot physical distance, necessitating that the Beaudry elevators be restricted to two riders at a time. Imagine how long it would take to get to your floor in the morning. Think of the line to get to the elevators – it would probably snake around several blocks! Because of this, for safety and other emergency concerns, the daily number of employees who physically work from Beaudry has been restricted to those whose work-related tasks cannot be performed remotely.

EDUCATOR DEVELOPMENT AND SUPPORT

COUNSELOR EVALUATION TRAINING AVAILABLE

Are you evaluating an academic counselor in 2020-2021? To learn more about the Educator Development and Support: Counselors (EDSC) process, a two-hour training is available via Zoom. You can register for *EDSC* and *EDSNCT for Administrators* via MyPLN. Training for counselors, *EDSC101* is also available. These trainings will be offered in late August through September and participants may register via MyPLN.

Make sure to confirm in the My Professional Growth System (MyPGS) platform which nonpermanent staff members you will evaluate in 2020-2021 using the EDS processes on your Staff Roster. Templates for notification letters are available on MyPGS for each process; MyPGS does not notify employees they are being evaluated. If you have any questions about EDS trainings or processes, please contact [Nancy Concha](#) or [Silvia Rubalcava](#), EDS Coordinators.

INTRODUCTION TO EDSSL

The Human Resources Division invites all principals and assistant principals who are scheduled for evaluation to participate in *EDSSL 101* to learn about the LAUSD School Leadership Framework and the Educator Development and Support: School Leaders (EDSSL) process. To register for *EDSSL 101* training, log into MyPLN, search using *EDSSL 101* as keyword, select *Introduction to EDSSL Webinar* and your preferred date and time. If you have further questions, please contact [Heather Lower Lowe](#) or [Jose M. Rodriguez](#).

IS THIS YOUR LAST YEAR?

We publish this article near the beginning of each school year for our members who are thinking about retirement. It is one of life's major decisions and requires preparation with attention to detail. If you are planning to retire during or at the end of this school year, there are some important steps that you need

LAST YEAR (Cont.)

to take in order to make the process seamless and stress-free. Employees must resign from the District in order to retire and only those in paid status the day before retirement are eligible to receive District-paid retiree health benefits. Please be advised that if you choose to take a deferred retirement (leave funds on deposit with the retirement system for withdrawal at a later date) or opt for a lump sum distribution, you are **not** eligible for District-paid retiree health benefits. If you stop your monthly payments, you will lose your District-sponsored benefits. Timelines for CalSTRS and CalPERS members are below.

CALPERS MEMBERS:

1 Year Before Retiring

- Use the calculator on the website to estimate your monthly benefit.
- Enroll in member education classes through the CalPERS Education Center.
- Estimate the cost of purchasing additional service credit using the Service Credit Cost Estimator.
- Contact CalPERS if you have a community property claim on your retirement benefits. You must provide a copy of the court order resolving the claim before you can receive retirement benefits.

9 Months Before Retiring

- If you're also a member of another public retirement system in California, there are steps you need to take to ensure you receive all the benefits you deserve from each system. View the publication, *When You Change Retirement Systems*, for more information.
- If you have Social Security or other non-CalPERS benefits coming later after retirement, you might want to increase your monthly CalPERS income until those benefits begin. See if a temporary annuity is right for you.

6 Months Before Retiring

- Fill out and mail the *Retirement Allowance Estimate Request* form.
- Review and begin completing the *Service Retirement Election Application* and think about the different retirement payment options available to you.
- View important information on taxes and your retirement.
- After taking a member education class, schedule an appointment if you need more specific information or assistance with your retirement paperwork.

3 Months Before Retiring

- Submit your completed retirement application forms and required documentation to CalPERS. Be sure to keep a copy of all the forms and supporting documents for your records and future reference.
- Complete the *Direct Deposit Authorization Form* contained in the retirement application to ensure your monthly benefit payments are securely deposited at your financial institution.
- Complete the *HI-22 Application for Continuation of Health Benefits* form and return to:
Los Angeles Unified School District
Benefits Administration– 28th Floor
P.O. Box 513307
Los Angeles, CA 90051 – 1307

LAST YEAR (Cont.)

- Provide a copy of the *Notice of Benefit Approval* from CalPERS (will be mailed to your home) to Benefits Administration at the above address.
- Enroll in Medicare if eligible.
- Submit a resignation form to the Personnel Commission, with retirement effective date.

CALSTRS MEMBERS:

10-12 Months Before Retiring

- Activate your *myCalSTRS* account at www.CalSTRS.com, if you have not done so already.
- Review your beneficiary designation and read about survivor benefits (click [HERE](#)).
- Read *Your Retirement Guide*, available at CalSTRS.com/publications.
- Attend a retirement planning workshop or individual counseling session.
- Use the calculator on the website to estimate your monthly benefit.

6 Months Before Retiring

- Complete and submit your *Service Retirement Application* and any other applicable forms online through your *myCalSTRS* account. If you prefer, a paper version is also available.

3 Months Before Retiring

- Complete section 1 of the *Express Benefit Report* form and submit it to:
Los Angeles Unified School District
Payroll Services Branch
STRS Deductions Control – 27th Floor
P.O. Box 513307
Los Angeles, CA 90051 - 1307
- Complete the *HI-22 Application for Continuation of Health Benefits* form and return to Benefits Administration at:
Los Angeles Unified School District
Benefits Administration – 28th Floor
P.O. Box 513307
Los Angeles, CA 90051 - 1307
- Enroll in Medicare if eligible.
- Provide a copy of the *Award Letter* from CalSTRS (will be mailed to your home) to Benefits Administration (address above).
- Submit a resignation form to **Maria Voigt**, Director, Administrative Assignments, Human Resources Division, 15th Floor, with supervisor's signature and retirement effective date.

2020 SCHOLARSHIP RECIPIENT

Each week we have been featuring one of the thirty-two LAUSD 2020 graduates who received a \$2250 Friends of AALA Scholarship last May. Due to the pandemic, our annual banquet where we would have formally recognized the recipients had to be cancelled. Therefore, we asked each of them to send us a picture as well as let us know what they would have said if the awards banquet could have been

RECIPIENT (Cont.)

held. This week, we are sharing with you the comments from **Yanira Argueta**, a graduate of West Adams Preparatory High School (**Erica Nava**, Principal).

I am a proud graduate of the Class of 2020 from West Adams Preparatory High School. I want to thank my lovely mom for supporting me and always being by my side. I want to thank my GEAR UP Counselors, Ms. Alcaraz and Ms. Sandra, for always helping me out throughout my four years in high school. I am beyond grateful to them. I am Bruin Bound and will be attending UCLA in the fall of 2020. I am so excited to start my college journey and major in physiological science. Thank you very much, Friends of AALA, for generously awarding me a \$2,250 scholarship. With this help I will be able to pay part of my college tuition at UCLA. I want people to know that hard work and dedication will never betray you. I come from a low-income family, however, everything I do, I do it with passion and that is what has allowed me to achieve many of my goals.



To learn about all of our scholarship recipients, please click [HERE](#). Please consider supporting future leaders like Yanira by donating to the Friends of AALA Scholarship Fund. The scholarships are 100% funded by the contributions of members, friends, and sponsors and are fully tax-deductible. Active and retired members can make a one-time tax-deductible donation by clicking [HERE](#). Active members also have the option of joining the more than 200 AALA Angels and making a monthly \$5 (or more) donation. Simply click [HERE](#) to complete the necessary paperwork to become an angel. Checks payable to Friends of AALA can be mailed to the AALA office at 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026. If you wish to donate by credit card, please call the AALA office at 213.484.2226.

ATTENTION ALUMNI MEMBERS

Have you renewed your AALA Associate membership? You should have recently received a renewal form in the mail. Please complete it and mail to the office (AALA, 1910 W. Sunset Blvd., Suite 850, Los Angeles, CA 90026) along with your check for \$45 in order to maintain your member benefits:

- Weekly receipt of the *Update*
- Fall Reception
- Fall and Spring Alumni Luncheons
- Continued networking with colleagues
- Updated information regarding LAUSD and health benefits
- Group savings on various products, including insurance and hearing aids

FUNDRAISER IN SUPPORT OF DR. GONZALEZ



Juan Flecha
AALA President

Join AALA endorsed LACCD Board candidate Dr. Gonzalez and school and organizational leaders in a virtual round table.

RETHINKING 12-14
EDUCATION IN LOS ANGELES

Leonard Choi
ACSA Region
16 President*



AUGUST 26TH 2020 | 6PM
ZOOM CODE: 954 0421 0254

Paid for by Dr. Gonzalez for Los Angeles College Board
2020 FPPC#1425129

Dr. Cynthia
GONZALEZ
PRINCIPAL FOR COLLEGE BOARD

TO AND
THROUGH
COMMUNITY
COLLEGE



FOR MORE INFORMATION, CONTACT
MORFINARACELI@GMAIL.COM

Paid for by Dr. Gonzalez for Los Angeles College Board
2020 FPPC#1425129

SUPPORT SCOTT SCHMERELSON

Board of Education and AALA Member **Scott Schmerelson** needs our help in his bid for reelection to continue to represent District 3 in the San Fernando Valley. To get involved, donate, or volunteer to make calls to constituents, please text *I want to volunteer* to 818.915.7255 or email campaign@scott4lausd.com. Volunteer hours are Monday – Thursday, 4:00 p.m. – 7:00 p.m., and Saturday/Sunday, 10:00 a.m. – 2:00 p.m.

IN MEMORIAM

GWENDOLYN BRUMFIELD—Former principal of Lanterman High School and AP,SCS at Van Nuys High School and Bancroft Middle School. Ms. Brumfield retired from the District on July 1, 2008, and passed away on August 3, 2020. Condolences may be sent to **Margaret Johnson**, 2011 Stearns Drive, Los Angeles, CA 90034-1617. Contributions may be made to Spelman College at www.spelman.edu/giving/make-a-gift. Enter the contribution amount under *designations*; select *other* and type in *Renee V. Boswell & Gwendolyn B. Brumfield Scholarship*. Contributions may also be mailed to Spelman College, Institutional Advancement, 350 Spelman Lane, SW, Box 1551, Atlanta, GA 30314-4399. Please make checks payable to Spelman College with *Renee V. Boswell & Gwendolyn B. Brumfield Scholarship* written on the memo line.

MARCIA HASKIN—Former director in Local District 7, principal of Palms Middle School, and assistant principal at Los Angeles High School and Bancroft Middle School. Ms. Haskin retired from the District on August 1, 2004, and passed away on August 15, 2020. Condolences may be sent to her daughter, **Jennifer Friedlander**, at 1513 Faymont Ave., Manhattan Beach, CA 90266, or via email at jfriedlander@hotmail.com. Donations in her memory may be sent to the Marcia Haskin Memorial Fund, IUSD Business Office (Attn: **Isabel Montenegro**), 401 S. Inglewood Ave., Inglewood, CA 90301. Please click [HERE](#) to view the obituary.

SEE NEXT PAGE FOR POSITIONS

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

Open to certificated and classified employees who meet the position requirements

PRINCIPAL, SECONDARY

Bethune Middle School, Local District South, MST 45G, E Basis. For more information, contact **Dr. Robert Whitman**, Community of Schools Administrator, at 310.354.3400. Application deadline is 3:00 p.m., Wednesday, September 2, 2020.

PRINCIPAL, ELEMENTARY

Lillian Street Elementary School, Local District East, MST 41G, E Basis. For more information, contact **Nora Gonzalez**, Director, at 213.302.3028. Application deadline is 5:00 p.m., Friday, August 28, 2020.

ASSISTANT PRINCIPAL, SECONDARY

De La Torre STEAM and Magnet Academy, Local District South, MST 39G, B Basis. For more information, contact **David Kooper**, Community of Schools Administrator, at 310.354.3400. Application deadline is 3:00 p.m., Monday, August 31, 2020.

ASSISTANT PRINCIPAL, ELEMENTARY

Estrella Elementary School, Local District Central, MST 37G, B Basis. For more information, contact **Elizabeth Bernal**, Lead Director, at elizabeth.bernal@lausd.net. Application deadline is 5:00 p.m., Wednesday, September 2, 2020.

COORDINATOR, TITLE I

Local District East, MST 41G, School Support Administrator, E Basis. For more information, contact the Local District East office at 323.224.3100. Application deadline is 5:00 p.m., Tuesday, September 1, 2020.

SPECIALIST, PSYCHOLOGICAL SERVICES

Division of Special Education, MST 38G, School Support Administrator, B Basis, three vacancies in Local District South and Central Office. For more information, contact **Mayra Santos**, Director, at mayra.santos@lausd.net. Application deadline is 5:00 p.m., Thursday, August 27, 2020.

Associated Administrators of Los Angeles

CERTIFICATED (Cont.)

SPECIALIST, TITLE I, PART A

Private Schools Program, Federal and State Education Programs, MST 37G, School Support Administrator, A Basis. For more information, contact **Albert Gallegos** at albert.gallegos@lausd.net. Application deadline is 5:00 p.m., Wednesday, September 2, 2020.

CLASSIFIED

(Open to certificated and classified employees who meet the position requirements)

DEPUTY DIRECTOR, EMPLOYEE RELATIONS

Employee Relations Section, Human Resources Division, \$112,192 - \$138,896, 12-month position. For more information, click [HERE](#). Application deadline is Thursday, September 3, 2020.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>PRINCIPAL, ELEMENTARY</i> MST 43G, E Basis	San Miguel ES, Local District Central	Jose A. Hernandez, Director, 213.241.0126	5:00 p.m. Friday August 21, 2020
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Aldama ES, Local District Central	Titus Campos, COSA, 213.241.0126	5:00 p.m. Friday August 21, 2020
<i>COORDINATOR, COLLEGE ADVISEMENT</i> MST 41G, A Basis	A-G Interven- tion & Support, DOI	Ronnette Askins, ronnette.askins@lausd.net	5:00 p.m. Friday August 21, 2020
<i>COORDINATOR, SECONDARY MATHEMATICS PROGRAM</i> MST 41G, E Basis	Division of Instruction	Christine Vega, christine.vega@lausd.net	5:00 p.m. Monday August 24, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 39G, B Basis	Crenshaw Magnets HS, Local District West	Dr. Dechele Byrd, Director, 323.290.7707 or dbyrd1@lausd.net	<u>EXTENDED</u> 5:00 p.m. Tuesday August 25, 2020
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 37G, B Basis	112 th Street STEAM Academy School, Local District South	Myrna N. Brutti, Executive Director, 310.354.3272	3:00 p.m. Tuesday August 25, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Gardena HS, Local District South	Rosemarie Martinez, COSA, 310.354.3400	3:00 p.m. Wednesday August 26, 2020

Associated Administrators of Los Angeles

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SPECIALIST, ENGLISH LEARNER INSTRUCTION, SECONDARY</i> MST 38G, E Basis	Multilingual and Multi-cultural Ed. Dept., DOI	Franz Foldvary , franz.foldvary@lausd.net	4:30 p.m. Wednesday August 26, 2020
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 37G, B Basis	Wilshire Park ES, Local District West	Alfredo Ortiz , COSA, 310.914.2100	5:00 p.m. Wednesday August 26, 2020
<i>PRINCIPAL, ELEMENTARY</i> MST 42G, E Basis	Colfax Charter ES, Local District Northeast	Maria Nichols , COSA, 818.252.5400	<u>EXTENDED</u> 5:00 p.m. Monday August 31, 2020
<i>ASSISTANT PRINCIPAL, ELEMENTARY INSTRUCTIONAL SPECIALIST</i> MST 37G or 38G, B Basis	Multiple Locations, Local District West	Annmarie Serrano , Special Education Administrator, 310.235.3745 or annmarie.serrano@lausd.net	5:00 p.m. Monday August 31, 2020
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>IT OPERATIONS MANAGER</i> \$89,976 - \$111,996, 10-, 11-, or 12-month position, two potential vacancies	Customer Support Branch, ITD	Click HERE	Friday August 21, 2020
<i>GRANTS AND FUNDING SPECIALIST</i> \$65,600 - \$81,700, 12-month position (two vacancies)	Facilities Services Division and Information Technology Division	Click HERE	Friday August 28, 2020
<i>CHIEF RISK OFFICER</i> \$163,743 - \$202,860, 12-month position	Division of Risk Management and Insurance Services	Click HERE	Friday September 4, 2020
<i>DEPUTY CHIEF PROCUREMENT OFFICER</i> \$155,702 - \$193,013, 12-month position	Facilities Contracts Branch, FSD	Click HERE	Friday September 4, 2020
<i>DEPUTY CHIEF PROCUREMENT OFFICER</i> \$155,702 - \$193,013, 12-month position	Procurement Services Division	Click HERE	Friday September 4, 2020
<i>CONTROLLER</i> \$156,708 - \$195,223, 12-month position	Accounting and Disbursements Division	Click HERE	When Filled

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>FACILITIES ASSET DEVELOPMENT DIRECTOR</i> \$141,000 - \$175,000, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>DIRECTOR OF FACILITIES LEGISLATION, GRANTS, FUNDING</i> \$117,000 - \$145,800, 12-month position	Facilities Services Division	Click HERE	When Filled
<i>BUILDING/CONSTRUCTION INSPECTOR</i> \$109,200, 12-month position	Inspection Department, FSD	Click HERE	When Filled
<i>DATA BASE ADMINISTRATOR (ORACLE)</i> \$107,307 - \$132,800, 12-month position	Information Technology Division	Click HERE	When Filled