

UPDATE

www.aala.us

Week of September 7, 2020

TWO DIFFERENT REALITIES

This week, the principals of an organization came together for what in years past had been the traditional meeting at our home-away-from-home, also known as Pickwick. The virtual meeting had some informative sessions proudly led by AALA School Support Administrators. The meeting was also sprinkled with District brass thanking our members for all they do. No mention was made or acknowledgment of the mass miscommunications, the added responsibilities child care centers and testing sites bring, redirecting employees from school sites to testing sites, and the hundreds of issues on the minds of our members. Instead, the stance was to view the world through “rose colored glasses” and ignore the crushing work demands and lack of sensitivity shown to members of our bargaining unit.

There was one notable exception. One senior leader took accountability and apologized for the miscommunications and misunderstandings. The leader even entertained a question or two live. What was telling about this interaction is the number of comments that arose during the presentation. There were dozens and dozens of questions from very basic to very difficult ones. This is more proof positive we are living in two very different realities. Senior leaders are under the impression that because matters are clear in their heads they have provided direction and the troops on the ground clearly understand their marching orders. The truth of the matter is there are so many cooks in the kitchen and almost every silo in the District is working in isolation and peppering our members with missives and directives that it is no wonder we are where we are.

The District needs to publicly attest that they are in receipt of the issues and concerns members have shared with the association and in turn that the association has elevated to the District. The consensus of the association and many members is that the concerns have fallen on deaf ears because each week working conditions are worse than the week prior, if that is possible. Our members deserve acknowledgement that matters will improve rather than deteriorate more; and that serious adjustments are being made. In the meantime, the association respectfully demands the District fully address the issues below in addition to the countless emails that have gone unaddressed:

- Moratorium on all communications starting at the close of business today (5:00 p.m.) through Labor Day.
- Immediate recognition the working day is eight hours plus a duty-free lunch. Stop the texting, calling, and emailing before the hours of 8:00 a.m. and after 5:00 p.m.
- Immediate moratorium on the number of emails. Emails can only be sent with the approval and signature of the division head and with doable and reasonable deadlines.

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REALITIES (Cont.)

- Official clarification from the District on why early education students have not been provided a device and a hot spot. The clarification is important because the District continuously lauds its efforts to provide all students with the needed technology. Parents of early education students hear this message on the media; storm the Early Education Centers wanting their device; and principals have egg on their faces explaining that all students received them except early education learners. Administrators can no longer tell parents, “Be patient. They’re coming.” This is especially egregious because no plan or timeline has been communicated as to when devices and hot spots will be in the hands of our youngest learners.
- Coordinate critical information and deadlines: Reference Guide 6312.6, dated August 17, 2020, was sent to principals on September 2, 2020, with a deadline to “complete the online *Teacher Verification of Textbook Sufficiency* accessible through the Teachers Portal by **September 2, 2020.**”
- The 2020 Norm Day bulletin was also delivered this week requiring that “all schools, except Options, must be on norm by Norm Day.” “Norming” is one of the most difficult and heart-wrenching decisions administrators make yearly under normal circumstances. It seems particularly heartless to direct principals to be on norm despite the awesome consequences of the pandemic. Reconfiguring classes at any grade level is detrimental and most worrisome at the transitional kindergarten/kindergarten/grade 1 levels.

Take Admissions Day, Saturday, Sunday, and Labor Day to do so!

KNOW YOUR RIGHTS

AALA is again highlighting the importance of being aware of and, if necessary, invoking your Weingarten rights whenever asked to attend a meeting with a supervisor or an investigator. Be aware that some District supervisors and investigators are calling administrators to attend an “interview” or an “investigatory meeting.” The invitee may be advised that it is not disciplinary in nature and therefore, there is no need for a representative to be present. However, the Supreme Court’s 1975 Weingarten decision (*NLRB v. J. Weingarten [420 U.S. 251]*) established the right of union employees to have union representation during *investigatory interviews*. An investigatory interview is defined as one in which a supervisor questions an employee about specific conduct or obtains information. In reality these nondisciplinary investigatory meetings or interviews can lead to future discipline and even dismissal for AALA members. Therefore, if you are asked to be “interviewed” by someone who is not your line supervisor, for any reason other than as a part of a self-initiated job application, call AALA first! Sometimes, the person calling/emailing will not even tell you the reason for the interview, simply referring to an ongoing investigation. Make sure that you call the AALA office before agreeing to any such interview, and definitely before attending one. In addition, it is wise to ask in writing if representation is needed.

Whenever your supervisor calls you to a conference, AALA urges you to ask if the conference could lead to discipline. If the answer is anything but “no,” state that you wish to have your union representative present. Asking the question is critical because the burden is on you to make the request

RIGHTS (Cont.)

if you believe that the interview could lead to discipline or another adverse consequence. The supervisor has no obligation to inform you of your right to union representation.

The next step is to immediately call AALA and request representation. Certificated administrators will be represented by an AALA consultant, administrator, or field representative. Unit J members will be represented by a job steward. All conversations between you and your representative are confidential. Your representative will consult with you, represent you, and ensure that your due process rights are respected by the District.

The union will work with District personnel to schedule the conference at a mutually convenient time. If the supervisor denies you your right to representation, this is an unfair labor practice. Politely state that you want your union representative present, and you will answer questions when s/he is with you. If the supervisor insists on conducting the conference with you alone, do not walk out because you could be accused of insubordination; stay, listen, and then call AALA. You may not be disciplined for refusing to answer questions without your union representative present.

Remember that not every conference is disciplinary in nature. If the meeting is simply to communicate information, give direction, or suggest improvement, this does not constitute discipline. That is why you must ask the question. To remind you what to ask, we are printing the card below. Cut it out and keep it in your wallet for reference.

WEINGARTEN RIGHTS

Should your supervisor call you to a meeting, say:

If this conference could lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Without union representation, I choose not to participate in this discussion.



HEALTHCARE FAQs—

IS THE PANDEMIC KEEPING YOU FROM GETTING ENOUGH EXERCISE?

The COVID-19 pandemic has made it more challenging to get the health benefits of physical activity. With online teaching and learning, we are sitting and viewing our computer screens for longer periods of times. Now, more than ever, exercise is crucial for boosting our immune system, relieving/reducing stress, maintaining a healthy weight, getting increased energy, and reducing the risk of heart and other killer diseases.

FAQs (Cont.)

What are some strategies for getting enough aerobic and strength training exercises without going to the gym or fitness classes?

Aerobic Activities

- Put on some music and walk briskly around the house or up and down the stairs for 10-15 minutes, 2-3 times per day.
- Dance to your favorite music.
- Use home cardio machines (if you have them).
- Jump rope (if your joints can handle it) or use a hula hoop.
- Do an exercise video.
- Participate in a Zoom exercise class where your instructor can coach you on your form.
- Make up your own routine, such as 10 minutes of stretching (5 minutes before/5 minutes after) and 20 minutes of brisk walking (jogging, dancing, stair walking, etc.).

Outdoor Activities

- Walk or jog around your neighborhood. Wear your mask and stay 6 feet away from others.
- Be active in a local park. Remember to wear your mask, maintain social distancing, and wash your hands when you get home.
- Take a bicycle ride.
- Do gardening and lawn work (when cool enough). Even household chores, like vacuuming, provide exercise.
- Play active games with your family—Frisbee, tag, balloon volley, and others.

Strength Training

- Download a strength workout app to your smart phone or tablet—search for *best strength training apps*.
- Do a strength training video.
- Access online information, such as [10 Best Free Weights Exercises: How to Sculpt Muscle and Build Strength](#) or [Dumbbell Workouts: The 15-minute Dumbbell Workout for Busy Guys](#).
- Do yoga strength training poses, such as warrior II, chair pose, crescent moon, side plank, boat pose, locust pose, three-legged dog, and crow pose.
- Around the house, you can do squats, sit-to-stands from a sturdy chair, push-ups against a wall, kitchen counter, or the floor, and lunges or single leg step-ups on stairs.

When is the best time to exercise?

The best time is up to you. If you are always rushing in the mornings with family responsibilities, then the morning may not be the best time for you. It all depends on when you can carve out the time. Some folks exercise by getting up ½ hour earlier in the morning, while others exercise right after work. Try out various times and then develop a consistent routine.

AALA MASTER CALENDAR

The AALA master calendar is now posted on the website, www.aala.us. Please click [HERE](#).

ELECTION PROTOCOLS FOR EMPLOYEES

From the Office of the General Counsel

The Tuesday, November 3, general election is quickly approaching. The ballot will include numerous federal, state, and local contests, including seats on LAUSD’s Board of Education, bond measures, and the presidency. While it is every individual’s right to participate in the democratic process, as public officials we must be mindful that public resources are not to be used in support of our personal views. The law, LAUSD policies, and Board Rules are explicit in this area. To assist you in understanding your responsibilities as a public official, please [see] both “LAUSD’s Election Tip Sheet” and “LAUSD’s Ballot Measure Tip Sheet.” These tip sheets are posted on the [Political Activities](#) page of the Ethics Office website.

Further, if your school or office utilizes social media (Facebook, Twitter, etc.) to communicate with parents, community members, or employees regarding LAUSD business, be aware that the posting of explicit or implied endorsements of political candidates is prohibited. [Bulletin 999.13 - Responsible Use Policy \(RUP\) for District Computer and Network Systems, Attachment B](#) stipulates, “The use of the District network for illegal, political, or commercial purposes is strictly forbidden.”

Please feel free to contact the Ethics Office with additional questions or for further assistance. You can reach us by email at AskEthics@lausd.net.

EDUCATOR DEVELOPMENT AND SUPPORT

ROSTERING TEACHERS AND COUNSELORS FOR EVALUATION

For the 2020-21 school year, only nonpermanent teachers and counselors will be evaluated. Teachers and counselors with the following statuses are considered nonpermanent: *Probationary 1 and 2, District Intern 1 and 2, University Intern 1 and 2, Qualifying 1 and 2, and Provisional*. If a Regular/Permanent employee was rostered for evaluation this year, [My Professional Growth System](#) has automatically changed the status to “Extended to 2021-22.” The MyPGS website does not automatically notify employees when they are marked “Required for 2020-21” on the Staff Roster. Teachers and counselors should be notified of their evaluation by September 18 (July 31 for EECs); employees new to a school site should be notified within ten working days of their start date. Templates for notification emails containing links to helpful resources are available on MyPGS. Review the [Planning and Preparation Handbook](#) and [2020-21 Protocols](#) for further information and guidance.

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 **Michelle Liu**, a graduate of Downtown Magnets High School (**Sarah Usmani**, Principal) who will be attending UC Davis and majoring in Pharmaceutical Chemistry.



I feel proud and honored to receive the AALA scholarship of \$2,250. I would first like to thank the Friends of AALA for giving me this opportunity and generosity. Secondly, I would like to thank my mother for supporting me through the difficult and fun times. I also want to thank my principal, Ms. Usmani, and amazing college counselor, Ms. McGee! Finances have always been a struggle for my family. With this scholarship, I can now have the funds to assist in transportation and housing costs. I am grateful for this opportunity and thank everyone again for the support!

To learn about all of our scholarship recipients, please click [HERE](#). Please consider supporting future graduates 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.

The District is providing a one-time \$1,000 stipend to AALA members 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 their stipend on September 4, 2020.

Classified members will receive their stipend on September 30, 2020.

ACSA EVENTS

Tuesday, September 8, 2020, 7:00 p.m.

For Regions 15 and 16 aspiring administrators—*The Importance of Purpose* with **Wes Smith**, ACSA Executive Director

Join Zoom Meeting:

<https://lausd.zoom.us/j/98236445657?pwd=MkFZU1pqBTZ1cVJveS9JTDRTeEE4Zz09>

Meeting ID: 982 3644 5657

Passcode: ACSA

ACSA (Cont.)

Thursday, September 10, 2020, 12:00 p.m.

Virtual Brown Bag Lunch—Panel discussion, *Principals' Questions and Next Steps*

Join Zoom Meeting:

<https://lausd.zoom.us/j/94886461846?pwd=WWppNIZLLzlaSCs4THRyMGx3eWNCUT09>

Meeting ID: 948 8646 1846

Passcode: ACSA

September 10, 2020, 5:00 p.m.

ACSA Fall Social—**Leonard Choi**, ACSA Region 16 President; Mindfulness Activity (**Elena Jimenez**, Field Coordinator, LAUSD School Mental Health); Networking; *Socio-Emotional Skills Through Physical Activity* (Sports for Learning); **Juan A. Flecha**, AALA Update

Join Zoom Meeting: <https://lausd.zoom.us/j/3955589225>

Meeting ID: 395 558 9225

Passcode: ACSA

Access and Equity for English Language Learners Academy

Participants will have one 2-hour synchronous session one Saturday a month from 9:00 a.m. – 11:00 a.m. The additional 8 hours a month will be asynchronous completed through ACSA's learning management system. Participants may use District funds to pay for this professional development. By sending an individual or group to the Academy, you are guaranteed a full breadth and depth of laws, regulations, and best practices for English Language Learners. The Equity and Access for English Learners Academy is designed to provide administrators with the most up-to-date information for instruction and compliance. Every participant will have exceptional resources for ongoing use. The live links allow administrators to have just-in-time information that is automatically updated.

Networking with other educators is automatically built in to the Academy series. The Equity and Access for English Learners Academy follows a theme allowing each participant to determine a problem of practice and then use that lens to examine each session and build on their own reflections both through personal workbook, a private tool between the participant and the directors, and discussion boards with their colleagues. Directors are also able to differentiate content so participants can choose videos, current research articles, and websites based on their interest or problem of practice. The Access and Equity for English Learners Academy begins on September 26, 2020. See complete program and registration information at <https://www.acsa.org/Professional-Learning/Academies>. Dates for synchronous learning are September 26, October 17, November 14, January 23, February 20, March 20, and April 17.

Student and Associate Memberships

Encourage your coordinators, specialists, and teacher leaders to join ACSA. For aspiring administrators currently enrolled in a credential program, student memberships are available at 25 cents a day. For aspiring administrators who have their credential but are not yet administrators, associate memberships are available for \$250/year. In addition to State ACSA membership benefits, we have monthly meetings beginning on September 8 with **Wes Smith**, Executive Director, ACSA presenting on purpose. We will also be helping them to build resumes, write cover letters and prepare applications. At the end of the year, mock interviews are planned.



BLACK STUDENT SCHOLARSHIP

This scholarship is a part of NewStory Church's response to the resurgent Black Lives Matter movement in the midst of the continued racial injustices we see in our country today. As such, we have created this scholarship program to help Black students pursue higher education and advance their careers. It is our hope that the recipients of this scholarship will have a lasting, positive impact in their community and beyond!

REQUIREMENTS:

- Black/African-American residents of Los Angeles
- Students who have already been accepted into an academic program at a 2-year or 4-year college, or a trade or vocational school, which will begin or already be underway during the Spring term of 2021.
- Have demonstrated a financial need for their schooling.

APPLICATION DEADLINE:

October 15, 2020

SCHOLARSHIP AWARD:

Ranging from \$1,000 to \$3,000 per recipient.

APPLY AT:

www.newstorychurch.com/black-student-scholarship

For more information or questions, please contact us at scholarship@newstorychurch.com.

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

ASSISTANT PRINCIPAL, SECONDARY

Mark Twain Middle School, Local District West, MST 39G, B Basis. For more information, contact **Erick Hansen**, Community of Schools Administrator, at 310.390.3512 or erick.hansen@lausd.net. Application deadline is 5:00 p.m., Wednesday, September 16, 2020.

ASSISTANT PRINCIPAL, SECONDARY

Woodrow Wilson High School, Local District East, MST 40G, B Basis. For more information, contact **Ricardo Tapanes**, Director, at rxt5922@lausd.net or 323.224.3100. Application deadline is 5:00 p.m., Monday, September 14, 2020.

SPECIALIST, COMPLIANCE

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., Monday, September 14, 2020.

CLASSIFIED

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

SENIOR RESIDENT CONSTRUCTION ENGINEER

Facilities Project Execution, Facilities Services Division, \$120,500 - \$150,200, 12-month position. For more information, click [HERE](#). Application deadline is Friday, September 11, 2020.

OPERATING SYSTEMS SPECIALIST

Information Technology Division, \$108,278 - \$120,577, 12-month position. For more information, click [HERE](#). Application deadline is Friday, September 25, 2020.

SENIOR FACILITIES PROJECT MANAGER

Architectural and Engineering Services, Facilities Services Division, \$108,000 - \$133,800, 12-month position. For more information, click [HERE](#). Application deadline is **Friday, September 4, 2020.**

Associated Administrators of Los Angeles

CLASSIFIED (Cont.)

OPERATING SYSTEMS ADMINISTRATOR

Information Technology Division, \$107,307 - \$132,834, 12-month position. For more information, click [HERE](#). Application deadline is Friday, September 25, 2020.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	West Adams Preparatory HS, Local District Central	Dr. Chiae Byan-Kitayama , COSA, 213.241.0126	<u>EXTENDED</u> 5:00 p.m. Friday September 4, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES</i> MST 40G, B Basis	Byrd MS, Local District Northeast	John Rome , COSA, 818.252.5433 or john.rome@lausd.net	3:00 p.m. Friday September 4, 2020
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 37G, B Basis	Menlo Avenue ES, Local District Central	Veronica Moscoso , COSA, vxm6767@lausd.net	5:00 p.m. Friday September 4, 2020
<i>ADMINISTRATIVE COORDINATOR, ADMINISTRATOR INDUCTION</i> MST 43G, A Basis	Induction and Credentialing Programs, HRD	Maura Crossin , maura.crossin@lausd.net	5:00 p.m. Tuesday September 8, 2020
<i>PRINCIPAL, ELEMENTARY</i> MST 41G, E Basis	Delevan Drive ES, Local District Central	Titus Campos , COSA, 213.241.0126	3:00 p.m. Tuesday September 8, 2020
<i>PRINCIPAL, ELEMENTARY</i> MST 43G, E Basis	Lomita STEAM Magnet, Local District South	Terry Ball , COSA, 310.354.3400	3:00 p.m. Tuesday September 8, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Green Design STEAM Academy at Diego Rivera LC, Local District South	Dr. Reginald Sample , COSA, 310.354.3400	3:00 p.m. Tuesday September 8, 2020
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 38G, B Basis	West Vernon Avenue ES, Local District Central	Elizabeth Bernal , Lead Director, elizabeth.bernal@lausd.net	5:00 p.m. Tuesday September 8, 2020
<i>SPECIALIST, EDI KINDERGARTEN READINESS GRANT</i> MST 38G, B Basis	Division of Instruction	Christine Vega , christine.vega@lausd.net	<u>EXTENDED</u> 5:00 p.m. Tuesday September 8, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 40G, B Basis	Panorama HS, Local District Northeast	Dr. Rafael Gaeta , Lead Director, 818.252.5433	3:00 p.m. Wednesday September 9, 2020

Associated Administrators of Los Angeles

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SPECIALIST, DATA MANAGEMENT AND REPORTING</i> MST 38G, B Basis	Division of Special Education	Marco Tolj, 213.241.6701	<u>EXTENDED</u> 5:00 p.m. Wednesday September 9, 2020
<i>ASSISTANT PRINCIPAL, ELEMENTARY</i> MST 39G, B Basis	Brooklyn Avenue ES, Local District East	Dr. Lourdes Ramirez-Ortiz, COSA, 323.224.3100	5:00 p.m. Thursday September 10, 2020
<i>COORDINATOR, COMPUTER SCIENCE</i> MST 41G, E Basis	Instructional Technology Initiative, DOI	Aurora Gomez, aurora.gomez@lausd.net	<u>EXTENDED</u> 5:00 p.m. Friday September 11, 2020
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 41G, B Basis	San Pedro HS, Local District South	Lou Mardesich, COSA, 310.354.3400	<u>EXTENDED</u> 3:00 p.m. Friday September 11, 2020
<i>SPECIALIST, STUDENT HEALTH AND HUMAN SERVICES</i> MST 37G, E Basis, two positions	Local District Central and Local District West, SHHS	Yamilet Renderos, yamilet.renderos@lausd.net	5:00 p.m. Friday September 11, 2020
<i>DIRECTOR, MIDDLE SCHOOL INSTRUCTION</i> MST 46G, A Basis	Division of Instruction	Christine Vega, christine.vega@lausd.net	<u>EXTENDED</u> 5:00 p.m. Monday September 14, 2020
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<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
<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

Associated Administrators of Los Angeles

CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<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
<i>GRANT AND FUNDING SPECIALIST</i> \$65,600 - \$81,700, 12-month position (two vacancies)	Facilities Services Division and Information Technology Division	Click HERE	When Filled