

UPDATE

www.aala.us

Week of December 14, 2015

THE KITCHEN SINK

Page one of this week's *Update* is aptly titled the "Kitchen Sink" to capture the many unrelated pitfalls some of our members are experiencing. The topics are really not connected in any way other than our members are continuously being investigated for not specifically following District policy to the letter of the law. In this article, we are focusing on potential difficulties with child abuse reporting and funding requirements for field trips, and continuing with more valuable tips to remember if you are ever called to an investigatory or disciplinary meeting by the District.

Child-on-Child suspected child abuse reporting

continues to be an Achilles heel for some of our members. Please adhere to the following promising practices to avoid potential discipline for failure to report:

- ✓ Suspend your logic and assume there ***IS*** reasonable suspicion the moment you become aware of the allegation.
- ✓ ***Do NOT*** investigate until told to do so by a law enforcement agency.
- ✓ Immediately call the law enforcement agency in your jurisdiction. Document the officer's name and badge number. ***DO NOT*** call LAUSD School Police.
- ✓ Immediately following the call to law enforcement, call DCFS. Document the agent's name and badge number.
- ✓ File an ISTAR with the aforementioned information.
- ✓ Email your administrator of operations, director, and operations coordinator the ISTAR number and a brief synopsis, keeping the confidentiality of the victim and suspect in mind.
- ✓ Contact the Student Discipline and Expulsion Support Unit at 213.202.7555 to determine if an expulsion proceeding is appropriate.
- ✓ Seek assistance from the Local District to determine if the two students need to be immediately separated and the best course of action to take. Request the Local District to assist you with the development of Individualized Safety Plans for the students.
- ✓ Begin the investigatory process ***ONLY*** when authorized to do so by the law enforcement agency you contacted.
- ✓ Update the ISTAR in real time to memorialize the proactive steps you are taking, and to document the support the Local District is providing you.

Funding for field trips is another area that is raising red flags for administrators. Remember these specific funding requirements when conducting a school journey:

- ✓ Ensure that no student is prevented from participating in the educational trip due to lack of sufficient funds by coordinating efforts of community service groups to assist with funding for needy students (Education Code §35330).

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Associated Administrators of Los Angeles

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- ✓ Ensure that no expenses of participating students are paid with school district funds (expenses of instructors, chaperones, and personnel may be paid with district funds, as may incidental costs of using district equipment on the educational trip) (Education Code §35330).
- ✓ There are no transportation allowances for out-of-state destinations (Education Code §35330).
- ✓ The educational trip must be paid for out of currently budgeted, appropriate funds (Board Rule 2379).
- ✓ The educational trip is free of cost to students if Average Daily Attendance credit is to be granted, except for trips conducted by the Beyond the Bell Branch and some conducted under policies governing student body activities (Education Code §35332).
- ✓ If the educational trip involves expenses other than transportation (such as admission fees, overnight trips, and trips outside of Los Angeles County), the Board of Education approval must be obtained prior to it occurring (Board Rule 2106).

Valuable Interview Tips (continued from last week)

- ✓ *I don't recall*—When you honestly do not remember a situation, fact, or occurrence, this answer is appropriate. However, utilizing it too much may damage your credibility.
- ✓ Beware of open-ended questions—This may be an attempt to get additional information from you. Answer questions as concisely as possible, being careful not to provide information for which you were not asked. Let the interviewer pose follow-up questions; don't do the job for him/her.
- ✓ Avoid slang—These expressions can damage your professional image and give the perception that your command of the language is limited. Concentrate on not using slang during conferences, interviews, professional encounters, etc.
- ✓ Yes or no responses—When asked to only respond *yes* or *no* to a question, attempt to do so. However, if you feel the answer requires more than a yes or no, let the interviewer know. It will then be up to him/her to either let you explain your answer or to rephrase the question.
- ✓ If you misspeak or answer incorrectly—As soon as you realize the error, make the correction. Do not make it worse by being unwilling to acknowledge your mistake.
- ✓ Refuse to speculate, assume, or guess—Don't let the interviewer trick you into doing so; simply say, "I am not going to speculate on that."
- ✓ Possibility—Beware of using the word possible. If your opinion is only a possibility, keep it to yourself.
- ✓ *I don't understand the question*—There is nothing wrong with saying this if the question is confusing to you. You can also ask that the question be simplified. However, do not say, "I don't understand," to avoid answering.

The District has identified "after-the-fact" contracts as another emerging area of concern. Essentially, schools may not receive contracted services under any circumstances unless there is an approved contract in place. Please work closely with your fiscal specialist to avoid "after-the-fact" contracts. The Procurement Services Division is preparing a synopsis of the required steps an administrator has to take to avoid this pitfall, and we will share it with you once it is received.

PRESIDENT'S REMARKS TO THE BOARD

On Tuesday, December 8, 2015, AALA President **Juan A. Flecha**, representing nine of the District's unions, spoke at the meeting of the Board of Education in support of Board Member **Scott**

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COMMENTS (Cont.)

Schmerelson's motion about charter schools. Board Members were also presented a letter signed by all of the union presidents. Below are Mr. Flecha's comments followed by a copy of the letter from the unions.

*I am **Juan Alberto Flecha**, President of the Associated Administrators of Los Angeles. I am honored to represent nine of the District's labor partners.*

*We once again stand before you as the District's unions to voice our strongest support for the "Excellent Public Education for Every Student" motion. We want to thank **Board Member Schmerelson** for his courage and leadership, and for recognizing the importance of quality and inclusive community schools that are adequately staffed, provide good jobs, and are accountable to parents and taxpayers.*

It is our understanding that the motion will not be discussed at today's meeting to instead focus on the selection of the District's next General Superintendent. While we are disappointed with the postponement, we want to take this opportunity to reaffirm our commitment to the motion by handing you a letter in writing with all of our names and the logos of our respective unions. We also see this as an excellent opportunity to signal our passion for public education, our commitment to the District, and our support for the motion. It is important for the incoming General Superintendent to know where we stand. As importantly, we look forward to the resolution being heard this upcoming January and its passing by the Board of Education.

*Lastly, we want to take this opportunity to salute, thank, and honor **Superintendent Cortines**. Your efforts have been heroic, your energy boundless, and your ability to listen and act accordingly is admirable. You have been an amazing steward and we thank you!*

We want to wish you, the Board, senior staff, and the entire LAUSD community a wonderful winter break and a most Happy New Year!

December 7, 2015

Dear Board of Education Members,

We are the unions representing the employees of LAUSD, working together with the Los Angeles County Federation of Labor. We are administrators, educators, administrative assistants, plant managers, construction workers, police officers, custodians, teacher aides, bus drivers, cafeteria workers, office assistants, secretaries, and more.

We urge you to support the "Excellent Public Education for Every Student" motion. We believe every student deserves an excellent education regardless of what school they attend. We are for quality and inclusive community schools that are adequately staffed, provide good jobs and are accountable to the parents and taxpayers. We believe that jobs in schools are amongst the most important jobs in the nation.

That is why we oppose the Broad-Walmart charter expansion plan which would dismantle the public school district. This plan would move 50% of LAUSD students into unregulated charter schools. It is following a blueprint used in New Orleans, Philadelphia, Detroit, and Newark, which has taken the public out of public schools and set up unregulated charters in their place. Parents, students and educators in those cities have found that their school system is unregulated, undemocratic and inaccessible. We are concerned that should this happen, it would lead to:

- Loss in arts, music, physical education and other extra-curricular programs
- Loss of cafeteria workers, administrators, educators, police officers and critical school staff who are the heart of the school, meaning fewer adults on every campus
- Many schools will close, so students will have to leave their neighborhood to attend school and workers will have to take jobs that do not value their work.

Instead of attempting to build an education system that is divided and unregulated, we invite Eli Broad to become part of the solution and join the District, its parents, employees and allies to continue to build on where the district has become successful. Our students deserve to be the absolute focus of our schools and we should not politicize or privatize that. Let us read LAUSD's mission statement, "The teachers, administrators and staff of the Los Angeles Unified School District (LAUSD) believe in the equal worth and dignity of all students and are committed to educate all students to their maximum potential."

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LETTER (Cont.)

The solution is not privatizing, as this would only have dire consequences for the majority of students. Does anyone think Walmart makes any investment without thinking of profits? Again, we are for quality and inclusive community schools that are adequately staffed, provide good jobs and are accountable to the parents and taxpayers. We demand that Eli Broad stop this destructive privatization of education in Los Angeles and invite him to join us in continuing to fight to achieve the District's mission. All students deserve to be educated to their maximum potential.

Sincerely,

Letetsia Fox
Chapter President,
California School Employees Assoc.



Juan A. Flecha
President,
Associated Admin. of Los Angeles



Max Gonzalez
President,
L.A. School Police Association



Max Arias
Executive Director,
Service Employees Intl. Union



Alex Caputo-Pearl
President,
United Teachers Los Angeles



Rusty Hicks
Executive Secretary-Treasurer,
LA County Federation of Labor



Rick Middleton
Secretary-Treasurer,
Intl. Brotherhood of Teamsters, Local 572



Ron Miller
Executive Secretary,
Los Angeles/Orange Counties Building &
Construction Trades Council



P.J. Webb
President,
L.A. School Police Management Assoc.



HEALTH BENEFITS FAQ: *LOVE YOUR COFFEE? HEALTHY OR UNHEALTHY?*

Coffee originated in Ethiopia in the 14th century. By the 16th century, Turkey had begun roasting and grinding the beans to boil in water. Coffee drinking and coffeehouses spread throughout Europe and reached the U.S. in 1668. Our long history and love of coffee has generated myriad myths and beliefs. Many recent studies show that drinking coffee has beneficial effects to one's health, while other results are mixed. Here are some common coffee beliefs now validated or challenged by research:

Coffee stunts children's growth.

Research: Coffee doesn't stunt a child's growth, but it may have undesired effects, such as making the child irritable, upsetting the stomach, making the heart beat faster, raising blood pressure, and disrupting sleep. The caffeine in coffee and other beverages may harm a child's nutrition if caffeine drinks replace healthy drinks, such as milk. Parents also should be aware that energy drinks and sodas, often marketed to children and young adults, contain very high levels of caffeine.

Caffeine is addictive and harmful.

Research: Caffeine is not addictive—it may cause mild physical dependence, but it is not harmful to your health. True addiction is considered a chronic disease characterized by a powerful and irresistible need to consume something (e.g., alcohol, narcotics) or engage in an activity that can have adverse consequences.

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FAQ (Cont.)

Caffeine is linked to high blood pressure, osteoporosis, cancer, and other unhealthful conditions.

Research: A Harvard study showed that there's no link between drinking as many as six cups of coffee a day and an increased risk of death from cancer, cardiovascular disease, or any other cause. Other studies found that drinking coffee protected against type 2 diabetes, Parkinson's disease, liver cancer, and even lowered diabetes risk. There is some evidence suggesting that older adults who consume more than 744 mg. of caffeine (about 36 oz.) may experience calcium and magnesium loss in urine. This effect can be offset by adding a couple of tablespoons of milk to coffee.

Coffee keeps you awake at night.

Research: Studies show that drinking coffee before going to bed can interfere with sleep. The effects of caffeine take 5-7 hours to wear off, so you may want to forego the after-dinner cappuccino or stick to decaffeinated coffee.



You shouldn't drink coffee during pregnancy.

Research: The results show conflicting results. Studies have shown that caffeine can increase the risk of low birth weight, smaller size of baby for gestational age, miscarriage, stillbirth (associated with drinking 8 cups of coffee a day), newborns with faster heart rates, and other conditions. Other studies show little or no risk posed by low amounts of caffeine (about a cup a day.) The March of Dimes recommends that pregnant women limit coffee intake to less than 12 oz. a day.

Coffee is dehydrating.

Research: Recent studies show that drinking moderate amounts of coffee isn't dehydrating. Drinking coffee does have a greater diuretic effect on people with poor hydration. The research suggests that coffee is a liquid that can be included in meeting your daily hydration needs.

Drinking coffee will get you sober from the effects of alcohol.

Research: Caffeine can stimulate or excite the brain and nervous system. However, contrary to popular belief, caffeine doesn't reduce the effects of alcohol. For example, the feeling of alertness may lead an inebriated person to falsely feel competent enough to drive a car.

REPRESENTATIVE ASSEMBLY HIGHLIGHTS

Following is a summary of the December 3, 2015, AALA Representative Assembly meeting, the second of four meetings of the 2015-2016 school year. Complete agendas and minutes are posted on the AALA website, www.aala.us.

President's Report:

1. **AALA Active Membership Numbers:** Non-school, 799; school-based, 1,737; classified, 288; total, 2,824.
2. **AALA-LAUSD Negotiations:** Certificated Directors' Compensation—Agreement was reached in which directors (formerly *instructional directors*) will receive four (4) days of Z-time this year, which equals to \$100 more than their compensation rate before the reduction. Unit J (classified) negotiations on its successor agreement are continuing. Agreement was reached this month on a side letter related to continuation of the pilot program on evaluation this year. (See following article.)

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HIGHLIGHTS (Cont.)

3. **The Superintendent Search:** There are currently seven candidates and interviews are in process. **Superintendent Cortines'** contract extends through June 30, 2016, but he has stated he wants to retire on December 31, 2015.
4. **Moratorium on Required Meetings in December 2015:** The only exception is one ½-day Local District meeting.
5. **AALA Calendar Survey:** Of AALA members responding, 75% liked this year's early-start calendar best. Survey results will be included in the District's Board report. The Board will set the District's calendar for the next three years.

Friends of AALA: **Jane Pollock** reported that the Friends of AALA Board started their outreach to active members and alumni this month since some may want a tax deduction prior to the end of the year. Friends of AALA is a 501(c)(3) nonprofit corporation, and all donations are tax deductible. Funds raised are used for student scholarships.

Updated 2015-2016 Master Calendar: Available on the AALA website.

Old Business: Proposed 457(b) auto-enrollment is on hold because the District is changing vendors.

New Business: AALA Administrator of the Year Award Ad Hoc Committee Co-Chairs, **Dr. Debbie Dillard** and **Juan Urdiales**, have begun plans for this year. Application information will be announced soon.

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

EXTENSION OF THE CLASSIFIED GROWTH AND DEVELOPMENT CYCLE PILOT

*AALA thanks **Maria Romero**, Labor Relations Administrator, for providing this information.*

At LAUSD, we believe that one of the greatest levers for accelerating student success is the quality of our educators – all of our teachers, leaders, and support staff; in other words, the quality of all LAUSD employees. We recognize that our educators deserve a system that identifies, celebrates, and learns from excellence, while providing reliable, consistent feedback for growth and development.

The District has been cultivating new processes and tools to articulate expectations and identify systems for growth and development for classified staff. Based on the work of our Classified Supporting All Employees Advisory Committee, we have developed a framework and some tools to support employees in the use of the framework for growth and development. We have been piloting and improving this system, the Classified Growth & Development Cycle (CGDC), for the last three school years, and are looking for one last round of—

- feedback on the process; and
- input regarding the best possible ways to expand this work to all classified staff.

Extension of the Classified Managers Professional Development Certificate Program

In conjunction with CGDC, the Classified Managers Professional Development Certificate Program consists of various District-identified courses relevant to the Classified Growth and Development

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CGDC (Cont.)

Cycle. Participants must take and complete a minimum of five (5) hours of courses (based upon posted expected duration) in at least two (2) areas corresponding to the content area being focused on within the CGDC by January 30, 2016. **Please note that the timeline to complete the courses is January 30, 2016, due to the contract going out for bid. Please complete courses by January 30 to ensure completion of this portion of the certificate.**

More information is available at the CGDC website: <http://achieve.lausd.net/CGDC>. If you are interested in participating in the pilot and providing your input into the process, please complete the sign-up sheet, which can be found by clicking [HERE](#).

For more information, please contact **Heidi Hrowal**, Program & Policy Development Advisor, at heidi.hrowal@lausd.net. An updated MOU between AALA and the District concerning the Classified Growth & Development Program was signed on December 2, 2015, in which many of the above items are specified. To read it in its entirety, please click [HERE](#).

ANNOUNCING A NEW EDUCATIONAL TECHNOLOGY GRANT

*AALA thanks **Dr. Frances Gipson**, Chief Academic Officer, for providing this information.*

The Los Angeles Unified School District is taking advantage of new funding sources to support schools in expanding efforts to increase student access to technology. From now through January 8, 2016, schools are encouraged to apply for a \$50,000 grant to integrate learning devices into their instructional programs. Learn more and apply now at <http://achieve.lausd.net/edtechgrant>.

KEY DATES FOR AALA SCHOLARSHIPS AND COMMUNITY AWARDS

During the week of January 11, 2016, the AALA scholarship application will be emailed to school administrators (principals and assistant principals, SCS and ACS) and college counselors at comprehensive, options, and adult schools. It will also be posted on the AALA website. Administrators are urged to provide copies of the application to all interested graduating students. There is no limit to the number of applicants from a school. All applications with supporting documents are due on **Friday, February 26, 2016**. Scholarship recipients will be selected and notified in March. Awards will be presented at the banquet on Wednesday, May 18, 2016, at the Millennium Biltmore Hotel.



The Community Volunteer Award nomination form will be available online the week of January 11, 2016. Administrators are encouraged to nominate outstanding volunteers at their sites. The nomination deadline is **Friday, February 26, 2016**. Do not miss out on this opportunity to recognize your outstanding community supporters. Those selected as honorees will be introduced and presented commemorative plaques at the banquet. **REMINDER:** A nominee cannot be an employee of LAUSD.

Should you have any questions regarding the scholarship and/or community awards programs, please contact **Gema Pivaral** at 213.484.2226 or gpivaral@aala.us.

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IN MEMORIAM

RALPH BUTLER—Services for Ralph will be held on Saturday, December 12, 2015, at 11:00 a.m., at Paradise Baptist Church, 5100 S. Broadway, Los Angeles. This is a correction to what was reported last week.

DAVID LEGACKI—Former principal of Webster Middle School and assistant principal and AP,SSS of Dodson Middle School. Dave retired from the District on July 1, 2003, and passed away on December 5, 2015.

MARVIN SNYDER—Former principal of Monlux Elementary School. Marvin retired from the District in 1975, and passed away on December 3, 2015. Funeral services were private; however, a celebration of his life is being planned at a later date.

SAVE THE DATES

AAPA 2015-2016 Professional Development (Alliance of Asian Pacific Administrators)

Saturday, January 30, 2016
8:00 AM to 12:00 PM

Gratts Learning Academy
309 Lucas Ave.
Los Angeles, CA 90017

*"On the Road to SBAC
Success"*

WORKSHOPS

- Come and hear success stories from principals that had positive SBAC results.
- Other workshop topics will include, technology integration, ELA, and A-G requirements.

Saturday, February 6, 2016
8:00 AM to 12:00 PM

Lockwood Elem. School
4345 Lockwood Ave.
Los Angeles, CA 90029

*"Resume Building and
Interview Preparation"*

WORKSHOPS

- Resume building and review.
- Interview preparation.
- Developing responses to interview questions.

Please RSVP by January 22, 2016, to **Elaine Kinoshita** at 213.241.8700 or elaine.kinoshita@lausd.net. The cost is \$50 per session for members or \$100 for nonmembers. Checks payable to AAPA should be mailed to Glassell Park Elementary School, 2211 West Ave. 30, Los Angeles 90065.

CALENDAR

EVENT	DATE	CONTACT
DECEMBER IS UNIVERSAL HUMAN RIGHTS MONTH www.udhr.org		
Chicano Youth Leadership Conference at Camp Hess Kramer	December 11 - 13, 2015	Myrna Brutti , 310.847.1500

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EVENT	DATE	CONTACT
First Semester Ends	December 18, 2015	
Winter Recess	December 21, 2015 – January 8, 2016	
JANUARY IS NATIONAL BLOOD DONOR AND SLAVERY AND HUMAN TRAFFICKING PREVENTION MONTH		
NEW YEAR'S DAY	January 1, 2016	
Second Semester Begins	January 11, 2016	
AALA Executive Board Meeting	January 11, 2016 4:30 p.m.	Gema Pivaral, 213.484.2226
AALA Community Awards Nomination Form Available	January 11, 2016	www.aala.us
ASPO Meeting at East Los Angeles Skills Center	January 15, 2016 8:00 a.m.	Dr. Clif de Cordoba, 213.626.7151 or cdecordo@lausd.net
CalSTRS Pre-Retirement Workshop at Hazeltine ES, Auditorium	January 14, 2016 4:00 p.m. – 5:30 p.m.	Preregister at: CALSTRS WORKSHOPS
Martin Luther King, Jr. Birthday Observed	January 18, 2016	

Lead the Way for Future-Ready Critical Thinkers

Get your MA in Educational Leadership with a Focus on Technology

San Diego State University's (SDSU) Department of Educational Leadership invites educators in the L.A. Unified School District to apply to SDSU's online Master of Arts in Educational Leadership with a Focus on Technology. Our program is designed for teachers, teacher leaders, and administrators aspiring to be leaders who understand technology integration at the classroom, school or district level; and for those who wish to lead the revolution in training students to use technology in tandem with critical thinking.

The Program is a Collaboration between SDSU and the San Diego County Office of Education (SDCOE)

- SDSU is listed No. 60 out of the top 464 public universities in the U.S.
- Professors in our program are world-renowned for their work in leadership and instruction.
- SDCOE leads the nation in technology integration across districts and in bringing Internet access into the homes of children throughout the region.

Duration: May 2016-August 2017 – ten courses over two summers and two semesters

Cost: \$15,400 (lower cost than competing programs)

Teachers with 4+ Years of Experience: Take three additional courses for an admin credential

Read the Experiences of Students from the Program's First Cohort.

For more information, please visit neverstoplearning.net/edleadership
Reimagining Educational Leadership Through Technology

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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

Fremont High School, Local District South, MST 41G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Linda Kay**, Director, at 310.354.3400. Application deadline is 5:00 p.m., Friday, January 8, 2016.

ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES

Sepulveda Middle School, Local District Northwest, MST 40G, B Basis. For more information and application procedures, please click on [School-Based Vacancies](#) or contact **Dr. Matthew Horvath**, Director, at 818.654.3600 or matthew.horvath@lausd.net. Application deadline is 5:00 p.m., Friday, December 18, 2015.

CERTIFICATED, NON-SCHOOL-BASED

COORDINATOR, STUDENT SAFETY INVESTIGATION

Student Safety Investigation Team, Office of the General Counsel, MST 43G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Veronica Armas** at 213.241.7073 or veronica.armas@lausd.net. Application deadline is 5:00 p.m., Monday, January 4, 2016.

SPECIALIST, TALENT ACQUISITION

Certificated Recruitment, Selection, and Credential Services, Human Resources Division, MST 37G, Temporary Adviser, A Basis. For more information and application procedures, please click on [Non-School-Based Vacancies](#) or contact **Lydia Acosta Stephens**, Director, at 213.241.5300. Application deadline is 5:00 p.m., Monday, January 4, 2016.

PREVIOUSLY ANNOUNCED POSITIONS

CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, GIFTED AND TALENTED EDUCATION PROGRAMS</i> MST 41G, E Basis	Advanced Learning Options, Division of Instruction	Marie Danila, marie.danila@lausd.net	5:00 p.m. Friday December 11, 2015

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CERTIFICATED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>COORDINATOR, SPECIAL EDUCATION COMPLIANCE</i> MST 40G, A Basis	Planning, Data, and Performance Management, Special Ed. Division	Veronica Smith , Director, 213.241.5438 or veronica.smith@lausd.net	5:00 p.m. Wednesday December 16, 2015
<i>COORDINATOR, STRATEGIC SUPPORT</i> MST 43G, E Basis	School Improvement Grant, Division of Instruction	Jesus Angulo , Director, sig@lausd.net	5:00 p.m. Thursday December 17, 2015
<i>ASSISTANT PRINCIPAL, SECONDARY</i> MST 41G, B Basis	Cleveland Charter HS, Local District Northwest	Dr. Matthew Horvath , Director, 818.654.3600 or matthew.horvath@lausd.net	5:00 p.m. Friday December 18, 2015
CLASSIFIED POSITIONS	LOCATION	CONTACT	DEADLINE
<i>SUPERVISING CIVIL ENGINEER</i> \$93,500 - \$116,000, 12-month position	Architectural & Engineering Services, Facilities Services Division	Please click HERE	Monday December 14, 2015
<i>CHIEF RISK OFFICER</i> \$151,317 - \$187,464, 12-month position	Risk Management and Insurance Services Division	Please click HERE	Until Filled
<i>SENIOR PROGRAMMER ANALYST, ORACLE</i> \$79,900 - \$99,400, 10-, 11- or 12-month position	Information Technology Division	Please click HERE	<u>EXTENDED</u> Until Filled
<i>PROGRAMMER ANALYST, ORACLE</i> \$69,300 - \$96,400, 10-, 11- or 12-month position	Information Technology Division	Please click HERE	<u>EXTENDED</u> Until Filled