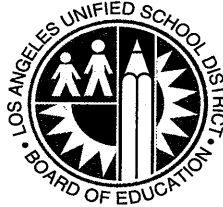


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September 14, 2009

Dear LAUSD Substitutes Teachers:

I hope this letter finds each of you well and ready to begin substitute service with our schools for the 2009-10 school year. As you may be aware, the District and UTLA recently agreed to assist our teachers that were laid off due to current budgetary shortfalls. It is important to note that the agreement is an effort to assist heavily impacted schools preserve their teaching staff and bring some stability to schools greatly affected by the reduction in force last year.

This one-year temporary agreement provides laid off contract teachers priority for day-to-day substitute work and provides consistency for students at this time. Please know that this was only done after a great deal of discussion and consideration of the impacts on employees and schools and a recognition that much needed to be done to provide stability. Be assured that schools and teachers are still able to establish and request substitutes by name from the schools' preferred sub lists. In addition, teachers who are absent may continue to request substitutes by name, including career day-to-day substitutes. Under the agreement between the District and UTLA, the calling priority order for laid off teachers follows contract pool teachers and teachers requested by name.

In a regular school year the District targets to employ 6,000 substitutes in our sub pool. At the time of the agreement with UTLA, the substitute workforce stood at approximately 4,100. In prior years, the District would normally hire approximately 1,500 new substitutes to assure the availability of a viable substitute pool for adequate classroom coverage. Although we processed 1,806 laid off contract teachers and counselors as substitutes, our sub pool is smaller than our 6,000 sub pool target number for day-to-day substitutes (5,906 substitutes currently available) we maintain each year.

But most importantly, please recognize the progress we have already made in regards to laid off classroom teachers. Of the 1,806 laid off contract teachers, 131 have been rehired and 667 are presently assigned in place of a fulltime teacher. This means that our current substitute teacher workforce actually stands at about 5,108 available substitutes. In our efforts to support you, we do not plan to expand our sub pool but plan to carefully monitor the reemployment of our laid off teachers as they are assigned to a classroom and the substitute calling levels at schools. These sub pool levels will help the District review and monitor the 100-day service requirement for subs to maintain their benefits.

September 14, 2009

In addition, I would like to encourage that you to take advantage of the following information and resources:

- Human Resources is committed to provide you with timely updates on our website at www.TeachinLA.com regarding the changing sub pool numbers.
- Human Resources launched a special page for substitutes that lists additional employment/resource links at <http://www.teachinla.com/assistance/>.
- All substitute teachers and their dependents are eligible to call our Employee Assistance Program (EAP) 24 hours a day at 1-866-312-3077 for various professional or personal guidance and counseling, or on the web at www.teachinla.com/assistance/I.html.
- The District plans to work closely with UTLA and continue to monitor our substitute workforce as best possible to assist in preserving benefits as afforded under the LAUSD/UTLA agreement.

On behalf of the District, I wish to express my appreciation for your continued service to our students and take this opportunity to thank you in advance for your understanding and help to provide continuity and stability during these difficult times.

Sincerely,



Vivian K. Ekchian