

LAUSD and the Health Benefits Committee have signed a side letter aligning the Early Start Calendar with substitute employee eligibility rules for health benefits. This has been done to ensure that these employees are given the opportunity to maintain their health benefits under the Early Start Calendar. Effective immediately, the enrollment year referenced in the UTLA-LAUSD Collective Bargaining Agreement in Article XVI, Section 3.0b has been changed from “October through September” to “September through August.”

Substitutes who already have District-paid health benefits and are in paid status during the May pay period (check is issued in June) may be eligible to continue benefits during June, July and August. For this one transitional year only, substitutes who currently receive District-paid health benefits based on their 2011-12 service year will continue to receive these benefits through September 30, 2013 whether or not they qualify for those benefits in 2013-14.

Substitutes who will be earning District-paid health benefits for the first time to be effective in 2013-14 will receive those benefits beginning September 1, 2013. LAUSD will be notifying substitute teachers in August who lose or gain benefits by being in paid status for a minimum of 100 full-time days in the 2012 13 school year.”