



# SUBSTANCE

Fall 2011

Providing Answers and Unity for the  
Substitute Teachers of LAUSD

[www.utla.net/subs](http://www.utla.net/subs) [www.ihelpmyschool.com](http://www.ihelpmyschool.com)

2011

## Special Points of Interest:

- Message from Substitute Chair: Karen Morgan
- Message from David Lyell, UTLA Secretary
- NSTA Conference Report
- How to Avoid Write-Ups, Part 2

## MESSAGE FROM OUR CHAIR PERSON: KAREN MORGAN

The 2011-2012 school year has besieged Career Substitute Teachers and Permanent Teachers with dire problems. Permanent Teachers have been torn from their schools and contracted positions. Essential programs have been discontinued making it "acceptable" for LAUSD to terminate those teachers who are within a few years of retirement. As teachers' rights are being violated, the students are being denied their rights to an environment that would foster learning. LAUSD won't qualify for the Federal Race-to-the-Top grant of \$120 million.

The Career Substitute Teachers were recruited by LAUSD long ago when there was a teacher shortage. They were employed by LAUSD because they possess extraordinary skills and are experienced in subjects



that are essential to the students' academic and creative needs. Some of these teachers have advanced degrees, certificates and credentials. They were given on-the-job-training by the very best LAUSD teachers, which has enabled them to excel in and proficiently teach every subject and grade level. The Career Substitute Teachers have

forged loyal bonds with the students, their parents, administrators, and the support staff in each LAUSD school. By deed and by law they have certainly earned the right to be called PROFESSIONALS. Instead of the honor they deserve, this year the Career Substitute Teachers have been denied the work which has been their only source of income for over 10 years.

The laid off (RIF'd) Permanent Teachers were given the opportunity to remain on the LAUSD payroll by becoming substitute teachers. By substitute teaching while waiting for LAUSD to give them a contract, they are actually hurting themselves. Technically they are already re-hired and LAUSD claims to have fulfilled their obligation to them. This enables LAUSD to be compliant with Assembly Bill 114 which mandates the re-hiring of laid-off teachers.

**How are we going to solve this dilemma without hurting either career substitute teach-**

**ers or RIF'd teachers working as substitute teachers? Both factions need to feed their families and pay their bills.**

Please see California Education Code 44956.5

<http://law.onecle.com/california/education/44956.html>

**If RIF'd Permanent Teachers substitute for more than 20 days within a 60-day school period, they are entitled to their regular rate of pay retroactive to their first day of substitute service.**

I wish you all well and please remember to substitute teach one day per pay period in order to qualify for the District paid health insurance for yourself and your loved ones.

Join our online forum by contacting Dave Peters at [xanadu5968@sbcglobal.net](mailto:xanadu5968@sbcglobal.net) or sign up for LASUBS at <http://groups.yahoo.com/groups/LASUBS/> If you subscribe and want fewer emails a day, then set it up for the digest form.

If you want monthly updates and reminders then sign up for UTLA Subs at

<http://groups.yahoo.com/groups/UTLASUBS>

Use your yahoo, gmail or Facebook account to register.

### IMPORTANT NOTICE TO RIF'd TEACHERS WORKING AS SUBSTITUTE TEACHERS:

When RIF'd teachers are added to the Sub Pool, they need to reapply as a UTLA member or their dues will go to UTLA as a nonmember, agency dues payer. All you need to do is sign a membership card to regain your UTLA voting rights and the free million dollar legal liability insurance.

To download an application form go to:

<http://www.utla.net/node/1200>

To request an application by mail, or to check your status, please call the UTLA Membership Department at 800-556-utla.

## OUR SUBSTITUTE TEACHER COMMUNITY NEWS

### Our Acapulco Restaurant Social By Audrey Linden

We were grateful to Kit McCormick and Ron Krall for organizing our first substitute social of the school year 2011/2012 at Acapulco Restaurant on Friday, September 9, 2011. It was nice to have it outdoors on the patio. The bar was dark and noisy. There was plenty of food. Ron and Kit ordered appetizer trays of a variety of Mexican food delights. Many of us drank wine, Margaritas, and beer. Some of us discovered later that they had free food at the bar area, and tacos for \$1.00. The free food looked good with whole beans instead of refried, salad, fruit, chips, etc. There was good music and live entertainment inside.

A surprising group of over thirty came. UTLA President, Warren Fletcher was there patiently answering questions and chatting with groups at the tables. It was nice to see Arlene Inouye, our treasurer, and Elementary V.P. Juan Ramirez.

David Lyell, our UTLA Secretary was there enjoying himself and M.J. Roberts stayed to chat with a group of us. The conversation was stimulating. The company was good. Betty Forrester had dropped by earlier. Subs enjoying the social were Dan Moran who was chatting with John Cromshaw. Looking around the (Continued on column 3)



### Remembering Caridad Paguyo

We lost a great asset to our substitute community when Caridad Paguyo passed away. She was lovingly called Manang Caring. In the Philippino culture, Manang is a Tagalog term for a respected, dear older sister. Her nickname, Caring, speaks for itself. Always kind and ready to help others, she assisted Virgie Sajor at the sign-in table for our meetings and at our 2010 Christmas Social. After her death, Virgie had a dream in which Caridad was carrying a bouquet of flowers. In dream symbolism, bouquets of flowers denote respect, admiration, approval, and rewards. An apt reward for her caring and compassion.

room, I saw Eddie Smith, Kennon Raines, Sandy Nevler, Sherry Lincoln, Linda Everhart, Richard Grasso, Brian King, Ron Krall, Virgie Sajor, Que Mar, Harriett Hammons, etc. Barbara Roe came later and we were still there socializing.

It was nice to see so many new faces. There were many who were new that I don't know. Two of the RIF'd women who joined our ranks in 2009, joined me at my table and we had an interesting conversation. I told them, "We are happy to see you. Come up and say hi to me next time and introduce yourselves to other subs. Be sure and come to the next Sub Committee Meeting and your Area meetings. Also join LASUBS to get useful information." Excuse me for any names I left out.

Some of the other topics of conversation were: "Have you worked?" "How many days?" "Office managers have retired, Principals have switched schools" We talked about all the challenges of getting work assignments when so many contract teachers have entered the sub pool. Although we are still uncertain about the future, it was wonderful to connect with our colleagues and share our hopes and fears.

We look forward to more socials in the months ahead. We hope that more substitute teachers will join us next time.

## BECOME AN ACTIVE MEMBER

*David Lyell*



**UTLA Secretary &  
Substitute Teacher Liaison**

What should you do when you show up to teach and there aren't any lesson plans? Have questions on how to handle certain classroom situations? Have burning questions but don't know where to turn? Want to know what UTLA leadership is doing to advocate for members? These are a few of the reasons you should get involved by taking the first step: Come to the next Substitute Teacher meeting.

The meeting schedule is on page 5 of this issue, and our next meeting is January 18, 2012. All our meetings occur at 3303 Wilshire Boulevard (2 short blocks east of Vermont Ave.), and you can park for free in the parking garage behind the building -- enter

on Berendo Street. Take your parking stub with you to get it validated at the meeting. A meal will be served. Stay as long as you're available. No pressure.

This is an exciting time for the Substitute Teacher Committee. With new leadership, we are now seeing a clear and definable focus on encouraging and ensuring that meetings are conducted in an orderly, civil manner, that we have clear goals, and a determined focus on how to get to where we want to be. Meetings are a forum to explore and develop ideas, have questions answered, voice concerns, and share opinions. Meetings are increasingly organized, out of an understanding that a clear focus must be embraced in order to have a clear sense of where to go and how to get there.

This is also an exciting time for our union. With the election of Bennett Kayser to the LAUSD School Board on May 19, we saw how community members are

with us. Bennett was outspent three to one, yet through efforts to reach the community, and through contributions to PACE (Political Action Council of Educators), our voices were heard. On August 30, Bennett introduced a motion at the School Board that would allow teacher-led teams within the district first opportunity to take over schools under Public School Choice, rather than simply having the schools given away to private businesses.

Bennett's proposal compelled the UTLA and LAUSD bargaining teams to negotiate details on how this would all work. After months and months of endless negotiations, the two sides reached a deal, which, as of this writing, you are likely to have recently voted on. Called The LAUSD-UTLA Local School Stabilization and Empowerment Initiative of 2011, it's an opportunity to stop schools from being given away to outside entities under Public School Choice, and to

stop all Reconstitutions -- for three years.

Please bear in mind that no matter the outcome of the city-wide vote on this proposal, UTLA and LAUSD will still have to meet to negotiate the entire contract. That is, the negotiations that have been taking place the past few months have only involved Public School Choice and the Health Benefits Tentative Agreement.

The Health Benefits Tentative Agreement is also a great win for us -- especially during these tough economic times. There will be no changes in plan design for the next three years, and no increase in costs. If during this city-wide vote these agreements are not ratified -- and I hope they are ratified -- LAUSD and UTLA will return to the negotiating table. For more information, please visit [utla.net](http://utla.net).

Bennett Kayser's election would not have happened were it not for PACE, and the next school board election is **(Continued on page 9)**

## NATIONAL SUBSTITUTE TEACHERS ALLIANCE (NSTA)



**Kennon Raines**

I was honored to go to the National Substitute Teachers Alliance (NSTA) Conference as an alternate representative for UTLA Substitute Teachers. We originally had two representatives selected and two alternates but as things ended up, I was the only one that attended from Los Angeles. The conference took place July 22-24, in Seattle, Washington. What a beautiful city and our hosts in Seattle really knocked themselves out in arranging for our accommodations, edification, and entertainment!

### Political Influence

An important issue discussed at the NSTA was the political influence of Substitute Teachers. NSTA President Jim Politis led the session "Interactive Democracy/ Working to Professionalize Substitute Culture at All Levels." He urged us to get to know our local and state representatives, meet with them at their office with other substitute teachers, volunteer for their campaigns, and attend their fundraisers. We all agreed that the NSTA would

## CONFERENCE REPORT

need to grow significantly in numbers to really establish an effective influence and political lobby. Please take advantage of the special discount member information below, and join now!

There are substitute teachers all across our country who have no union representation and a strong alliance with fellow professionals could be enormously beneficial for them. Do you know people that teach in such areas, under such conditions? If so send them this link: [www.nstasubs.org](http://www.nstasubs.org)

### Online Resources

Jan Bowersox led another session relating online resources in a computer lab at the conference site. Some of the suggested helpful links shared were:

[www.teachersdomain.org](http://www.teachersdomain.org)

A free educational digital media resource with source materials and tools.

[www.pbs.org](http://www.pbs.org)

Many educational media sources connected to the arts, science, literature, and social studies.

[www.pbskids.org](http://www.pbskids.org)

Educational online videos and games for students.

[www.STEDI.org](http://www.STEDI.org)

Access information for sub-

stitute teachers.

[www.bbc.co.uk/schools](http://www.bbc.co.uk/schools)

Access to educational resources for students, teachers, parents, and online learning, advice and support. (You will need to download Expatriate Shield to access some bbc school resources.)

Please check out all these wonderful resources.

### Membership

At our final meeting of the conference, the NSTA members attending voted to reduce the usual \$20 yearly dues to a one time \$5 membership fee for "first time members only" as a way to grow our numbers quickly. If you or someone you know might be interested in joining NSTA go to [www.nstasubs.org](http://www.nstasubs.org) and click on membership, download the membership form and mail with your check to the address on the form. Read the "Ten Reasons to Join" at that sight. This is not a union but there is always strength in numbers.

Well, that's my story and I'm sticking to it, a very beneficial weekend for Substitute Teachers! Let's see how many LA Subs we can encourage to join and get to forward NSTA info and links to those Substitute Teachers in states that have no union representation. With so much information at your fingertips aren't you eager to get back into the mix of improving conditions for teachers and students in the classroom?!?!?

### Remember :

**You can join the NSTA for a "first time only members" fee of \$5, instead of the yearly dues of \$20. Please take advantage of this special discount and join now!**  
Go to:

[www.nstasubs.org](http://www.nstasubs.org)

**Kennon Raines will be sharing other facets of her report in future editions of the Substance.**

*PACE Reps*  
*Linda Everhart*  
*Dan Moran*  
*Hal Wolkowitz*

### HOUSE OF REPS MEMBERS:

*Helen Durham*  
*Rose Marie Gonzalez*  
*Brian King*  
*Audrey Linden*  
*Dan Moran*  
*Sandy Nevler*  
*Dave Peters*  
*Kennon Raines*  
*Virgie Sajor*  
*Francisco Martinez (alt.)*  
*Darryl Bohannon (alt.)*



*Substance*

**HELPFUL INFORMATION FOR ACTIVE UTLA MEMBERS**

**EDD Math**

**to calculate your unemployment benefits  
Presented by Jack Fitzgerald**

If you work one day in a week here is how your unemployment benefit is calculated.

Let us say that you would get \$300 per week if you did not work at all.

Therefore they exclude 25% of what you earned, subtract your earnings from the \$300 and then add the exclusion back.

Example (1 day).....\$173 x .25 = \$43.25

Then..... \$300 - \$173 = \$127

Then.....\$127 + \$43.25 = \$170.25 rounded off to \$170

Example (2 days).....\$346 x .25 = \$86.50

Then.....\$300 - \$346 = 0 or a (-\$46)

Then.....\$86.50 - \$46 = \$40.50 rounded off to \$41

**UNEMPLOYMENT INFO:**

**Remember when filing a claim with EDD, tell them that you are a LAUSD substitute teacher and that you are available to work year round.**

**If you file to reopen your claim online, you need to write that the reason that you are out of work is because you are An LAUSD SUBSTITUTE TEACHER WORKING ON CALL.**

**You will ONLY get scheduled for an interview if you say that you are filing your claim during a recess period.**

**The only recess period is 12/23/11 to 1/02/12 even if the schools that you normally go to are closed.**

**Timely Knowledge**

was posted in the Winter 2011 Substance and the information is still vital. If you want to access this information, go to [utla.net/subs](http://utla.net/subs). Under OTHER, you will find Substitute Newsletters. Click on Jan 2011. You will find the article on page 3.

**Health Resources**

If you are still without health insurance, you can find health resources in these trying times. Go to [utla.net/subs](http://utla.net/subs) Under OTHER, click on Jan 2011. You will find a helpful article on page 2.

**We hope that this helps you!**

**Need to check your Time Statement from LAUSD and see if it aligns with your pay stub?**

Go to: <https://selfservice.lausd.net/irj/portal>

You will find access to your online pay stubs, time statements, personal information, and you can also find your W2 forms for the last three years. Make sure that your pay stubs and time statements match. If there are errors, it is up to you to contact Payroll (213) 241-5501, at LAUSD to make a polite complaint. They will give you a job number for your complaint. You will need to follow up with them within the next few weeks. If we lose even one day of pay, it is a sizeable amount, so be proactive and keep track of your earned income.

Your LAUSD email account is needed for access. The password to your email account needs to be reset every 6 months. So make sure that your password is current before you try to access this website.

## News from the South Calling Area Chapter Chair and Co-Chair



*Janis Lukstein and  
Richard Grasso*

I am grateful to be your Substitute South Calling Area Chapter Chair again - for the third year. Last school year our South Co-Chair was Nancy Stuart and this year we are fortunate to have veteran 11 year sub and UTLA Activist Richard Grasso. Richard also ran for UTLA Secretary in the 2011 City Wide Elections. I am glad Richard was able to meet Nancy and enjoy the good food and fellowship at our April Member Outreach/Social at Alpine Village in Torrance. There will be a Spring 2012 Membership Outreach.

As your Chapter Chair and Co-Chair, both Richard and I attended the Au-

gust UTLA Leadership Conference at La Quinta which gave us the opportunity to spend 3 days with other UTLA Activists who have helped and can help Substitute Teachers! Substitute Union Activists need to attend the 8 Area meetings once a month on Wednesdays. Several locations have changed so go to this link and PRINT OUT the address and map so you will be prepared to attend your Area Meeting.

Go to: <http://www.utla.net/node/837>

The Substitute South Calling Area covers about 40 miles from the Bell area in the North to San Pedro in the South. I attend the Area meeting in South1, the Harbor Area at White Middle School's Multipurpose room 22102 So. Figueroa St., Carson 90745. Janis Lukstein: 1-310-283-8907 or [calkeypals@aol.com](mailto:calkeypals@aol.com) Richard attends the South Area Meeting S3 at Drew Middle School Auditorium, 8511 Compton Ave., LA 90001. You can contact Richard at 1 714-728-7786. IF YOU SUB IN South 2, please email me so we can have some Sub Support there!

**AREA MEETING DATES:** Nov. 2, Dec. 7, Feb. 1, March 7, April 11, May 16.

You can also check out the information at

[www.utla.net/event](http://www.utla.net/event). IF YOU CARE ABOUT YOUR JOB, LIKE THE other 200 SUBSTITUTE ACTIVISTS, mark your calendar and attend the meetings of the Substitute Teachers Committee, Steering Committee, and Quarterly General Meetings!

As the South Calling Area Chapter Chair, I contact hundreds of substitute teachers through our meetings, member outreach, and lasubs online Yahoo group, plus answering phone calls and emails. I look forward to meeting you in person or by email, if I haven't already had the pleasure.

I look forward to a very positive change for the substitutes through the new leadership of Warren Fletcher as President, David Lyell as Secretary, plus others. As former substitute teachers, both Warren and David truly understand the issues of substitutes. We look forward to see how they will promote substitute issues.

I am also delighted to announce that Dave Peters was finally seated as Director of Substitutes at the last BOD meeting where more than 35 substitute teachers made an appearance to support Dave Peters.

## SUBSTITUTE TEACHER LEADERSHIP

### Director of Substitutes:

Dave Peters

Email: [xanadu5958@sbcglobal.net](mailto:xanadu5958@sbcglobal.net)

website:

<http://groups.yahoo.com/group/LASUBS/>

### Substitute Committee Chairman:

Karen Morgan

[ProfessorMorgan@msn.com](mailto:ProfessorMorgan@msn.com)

### North Calling Area Chapter Chair:

Leonard Segal (818) 998-5888

email: [leonard@ihelpmyschool.com](mailto:leonard@ihelpmyschool.com)

website: [www.ihelpmyschool.com](http://www.ihelpmyschool.com)

### North Calling Area Co- Chair:

Sherry Lincoln

email: [threadza2z@aol.com](mailto:threadza2z@aol.com)

### Central Calling Area Chapter Chair:

Audrey Linden

[audrey133@juno.com](mailto:audrey133@juno.com)

### Central Calling Area Co-Chair:

Edward Monroe Smith, Jr.

email: [eddie.m.smith@juno.com](mailto:eddie.m.smith@juno.com)

website: <http://www.youtube.com/eddiemsmith>

### South Calling Area Chapter Chair:

Janis Lukstein

[Calkeypals@aol.com](mailto:Calkeypals@aol.com) (310) 375-8160

### South Calling Area Co-Chair:

Richard Grasso

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Time Keeper: Greg Russell



Dave Peter's supporters at the BOD meeting where he was seated as Director of Subs.



## HOW TO AVOID WRITE-UPS, PART 2



**AUDREY LINDEN**

We all have been substitutes on assignments where aides and itinerant teachers unexpectedly come into our classrooms. How do we know which adults have the right to be in our classrooms and to pull our children out? The dilemma is that we do not always know who is authorized to work with our children.

We need to be careful at all schools. One of our long time career substitutes was written up and received an ISR for “failure to supervise” when a visitor posed as an aide. While some of these visiting itinerant instructors and TAs wear ID badges, most don’t. If we are regulars and are frequently requested at the same school sites, we generally know most of the Adapted Physical Education Instructors (APEIs), Occupational Therapists, Speech teachers, Psychologists, music, drama, art teachers, etc. But when we are at a school for the first time, we don’t.

It is not wise to risk offending an aide or itinerant by asking for ID. They can report the sub that seemed to not want them in the room. I would never send a TA, Speech Teacher, or other itinerant to the office for written permission to be in the classroom or to pull students out. In sending them to the office, you run the risk of angering them and creating an untenable classroom situation. The office staff also will not like getting these referrals. If all subs were to send every aide or itinerant, office staff would not get anything done. In sending aides and itinerants to the office, you are depriving students of the already limited instruc-

tional time they have with these helpers and specialists. In turn, these aides and specialists can give negative feedback to the teacher and you could lose requests. You also could put yourself in danger of being written up and getting an Inadequate Service Report (I.S.R.).

What is the best way to deal with this dilemma? We need to know who belongs in our classrooms, and we need to protect our students and ourselves, but we do not want to offend or alienate the TA or itinerant teachers.

When a teacher asks to book you, get the names and the times the aide and itinerants come into the classroom. Ask the teacher to leave you their schedules. Also, get the names of the specialists, their room numbers, and a list of the children who are pulled out and the times they go. I was in a situation where the office called to let me know a child’s mother was picking him up, and I did not know the name or room number of the itinerant. The teacher, who regularly requested me, did not leave that information on the board or in her plans. Her answer was, “The kids know where and when they go.” The best I could do was to let the office know that child was in Speech. Since then, I ask the teacher to leave a list of the names, times of the pull-outs and the itinerants’ names and the room numbers. We are RESPONSIBLE for knowing where each child is at all times. “Ignorance is not bliss.”

If your assignment was a random Sub Finder call, when you sign in, ask the SAA or office staff for the Sub Folder. Check to see if this information is included. If it isn’t, ask the SAA or office staff the names of your TAs and any itinerants and the time they are due into your room. Office staff may refer you to the coordinator or give you his/her extension. ALWAYS get the OFFICE EXTENSION. You can wait until you go to the room and see if this information is on the board or in the plans. If not, call the office and ask about TAs and itinerants. When any adult comes into the room, ask their name. The name and time should match the scheduled times. If they don’t, or if there is any doubt, call the office and dou-

**As guest teachers, we are always in danger of getting written up for an Inadequate Service Report (ISR).**

**This is the second in a series of articles that Ms. Linden has written to help Substitute Teachers protect their jobs. You can access her first article at [utla.net/subs](http://utla.net/subs). Find the Summer Substance listed under OTHER: Substitute Newsletters as Sept 2011.**

ble check. If you are courteous and polite, you won’t offend the TA, the itinerant or the office staff. “I just want to confirm that Ms. Perez is the TA I am to have at 9:00.” You are not only protecting the children; you are protecting yourself. Establish a rapport with the teacher next door and get their PHONE EXTENSION. You can ask them about any adults who come and go in your classroom. They should know.

Make sure all parent volunteers who come to your classroom have the printed self-adhesive badges from the office. If they don’t, send them back to the office for those badges. Be courteous and polite. It is REQUIRED that all parent volunteers SIGN IN at the office and get those BADGES.

Again, I caution you not to send TAs or visiting itinerants to the office for written permission. It is unprofessional and can alienate you. The SAA would not get much work done if every substitute sends every TA or itinerant to the office. These itinerants can report you to the teacher and to the Principal and can claim they lost 10 minutes of valuable instructional time.

Be proactive and practice “defensive teaching” to protect the children who are in your care and yourself!

## ***SUBSTITUTE STEERING COMMITTEE***

*Jil Balogh*

*Darryl Bohanan*

*Fredrick Bertz*

*Al D'Sa*

*Linda Everhart*

*Jack Fitzgerald*

*Richard Grasso*

*Pat Hamilton*

*Harriet Hammons*

*Sherry Lincoln*

*Audrey Linden*

*Janis Lukstein*

*Francisco Martinez*

*Kit McCormick*

*Howie Meibach*

*Karen Morgan*

*Sandy Nevler*

*Dave Peters*

*Kennon Raines*

*Greg Russell*

*Virgie Sajor*

*Leonard Segal*

*Eddie Smith*

*Hal Wolkowitz*

### *Don't Get Separated From Service!*

LAUSD sent out a letter via email and US mail to 332 Substitute Teachers who did not complete the child abuse training by the Oct. 31st deadline. They indicated in the letter that the training needed to be completed in order to avoid separation. These Substitute Teachers are now blocked in Subfinder and cannot be requested, but they need to immediately complete the training if they want to continue to remain employed as Substitute Teachers.

UTLA has mailed a letter to all of these members letting them know that they need to complete the training at <http://schoolsafety.lausd.net/training> to avoid separation.

If you have any colleagues who have not yet completed the training, please tell them to do so **immediately** if they wish to continue to remain employed as a Substitute Teacher with LAUSD.

### *Looking for Free or Low Cost Internet Services?*

<http://www.netzero.net/free>

<http://www.lafn.org/>

Dial-in Internet Service  
as low as \$84 per year!

<http://www.free-internet.name/country/United-States/California/07/>

Free ISP

#### **Company Duration**

**netzero** 10 hours/mo

**socalfree** unlimited

**My Free Wireless** ISP unlimited wireless

Dialup For Free unlimited

**juno** 10 hours/mo

**budgetdialup** 5 hours

**FastFreeDialup**.com unlimited

If you use one of these or try one of them out, please write an article that we can submit to the United Teacher Newspaper or the Substitute Newsletter to help educate others about how to take advantage of these resources.

Also let us know if you know about any other good deals.

Send your articles and resource tips to the Substitute Committee Publisher/Editor:

Linda Everhart at [hart2art@pacbell.net](mailto:hart2art@pacbell.net)

### **David Lyell's Article (continued from page 3)**

March 5, 2013. It is vital to our survival that you contribute to PACE. By law, UTLA can only use \$5 per year of our dues to fund political campaigns, and that's where PACE makes up the difference. For as little as \$8.33 per month, you can join the fight. To download an application, please go to [UTLA.net/pace](http://UTLA.net/pace).

Should you have any questions, please email me at [dlyell@utla.net](mailto:dlyell@utla.net).

See you at the January 18, 2012 meeting. Thank you for your commitment to advocating for a quality, public education for all citizens.



# SUBSCRIBE



*Editor-in-Chief  
Linda Everhart*

The Mission Statement of the *Substance* and editorial policy:

The purpose of this newsletter is to support, improve, and protect the profession of teaching. This is accomplished by equipping the substitute community of teachers

with necessary information concerning the practice of their profession, ways to protect their livelihoods, and meaningful dialogue about issues concerning the profession.

We are substitute teachers for public education operating under the auspices of UTLA and employed by LAUSD.

In the spirit of unity and service, we make no room for self-aggrandizement or self-promotion from the position of the

day-to-day substitute teacher on up to the highest ranking officer.

Neither do we engage in denigrating any of our union brothers or sisters.

If you have an article that you think would be helpful to our community of substitute teachers, I would be happy to read it and discuss with you the possibility of publishing it.

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PERMIT NO  
21433

Providing Answers and unity for the  
substitute teachers of LAUSD  
[www.utla.net/subs](http://www.utla.net/subs)

SUBSTANCE



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