

LOS ANGELES UNIFIED SCHOOL DISTRICT

Human Resources Division

February 9, 2010

\$1,000 EARLY DECLARATION INCENTIVE

(For Resignation or Retirement between April 1, 2010 and August 31, 2010)

Deadline: February 26, 2010

On February 9, 2010, the Board of Education approved offering a \$1,000 incentive for certificated employees to share their resignation or retirement plans. The \$1,000 Early Declaration Incentive is offered to all full-time certificated employees in an effort to reduce the number of layoff notices to teachers and support service personnel. The District highly encourages you to participate.

Early identification of employees who plan to resign or retire provides the following advantages:

- ❖ Allows District to strategically plan reductions and send fewer layoff notices
- ❖ Provides schools timely information to better plan staffing changes
- ❖ Provides employees an opportunity to interview at schools
- ❖ Contributes to an improved overall employee satisfaction
- ❖ Helps the District plan a better transition to a smaller work force
- ❖ Reduces the impact and uncertainty for our certificated work force
- ❖ The information remains confidential through March 16, 2010

To qualify for the \$1,000 Early Declaration Incentive:

- ❖ Resignation form (binding) must be submitted to Human Resources Division by February 26, 2010 to earn the \$1,000 incentive
- ❖ Resignation date must be effective between April 1, 2010 and August 31, 2010
- ❖ Employees who qualify for the incentive will receive the incentive on the regular pay warrant in May 2010

Please visit the “News and Information” section on our website at www.teachinla.com for more information and to:

- ❖ Review details and [frequently asked questions](#) regarding the incentive
- ❖ Download the “[Certificated Resignation Form](#)”
- ❖ Review [STRS retirement information](#), if you plan to retire