



Every Child, Every Day,
Whatever it Takes

To: Roger Williams, OPAL President
Date: November 6, 2017
From: Beatrice Davis, Assistant Superintendent of Human Resources
Re: District 65 Substitute Pool

On August 21, 2017 OPAL requested a review of our District 65 substitute pool to identify substitutes of color eligible for employment as a full-time teacher, and more specifically Black substitutes who are eligible for employment as a full-time teacher.

There are currently thirty-six (36) substitutes of color in District 65's current substitute pool, nineteen (19) of these substitutes self-identify as Black and 17 self-identify as either Asian or Hispanic.

Of these thirty-six (36) substitutes, seventeen (17) hold valid substitute licenses and nineteen (19) hold a Professional Educator's License (19). Only those with a PEL are eligible to be employed as full-time teachers.

However, once we take into consideration daily substitutes with a PEL who are also retired teachers, there are eight (8) substitutes of color (six Black and two Hispanic) eligible for full-time employment.

We will encourage these substitutes to apply for full-time employment as teaching vacancies occur. We will also have our hiring managers interview those who are eligible and interested in full-time employment.

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of Human Resources

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