



August 27, 2020

Dear Mr. Rubin,

As a result of a concern voiced during the City of Calabasas City Council meeting on Wednesday, August 26, 2020, we wanted to offer clarification on the classification of the 4 teachers who are being offered a position to work directly for Little Learners.

The 4 current City employed teachers have been offered a position to work directly for Little Learners and have until Friday, September 4, 2020 to accept the job offer. Should they choose to take the job offer, their employment with Little Learners would be effective as of October 1, 2020. Staff will be gainfully employed as long as they follow the Little Learners employment policies as well as those set forth by the Department of Social Services who issues the child care license under which we operate.

If a situation comes about that would require us to do layoffs, we would do so using seniority-based selection, meaning that the "last hired/first fired" concept would be used. The seniority-based systems reward employees for their tenure and this would include the 4 teachers being offered positions as their years of employment under the City of Calabasas will be taken into account should they choose to take our job offer.

As always, we are available for you to reach out to us with any questions, comments or concerns.

Warmly,

Bridget Nelson

Carly Armacost