



Dear Substitute Teacher,

We are pleased to announce that Thomaston-Upson County Schools has appointed ESS to manage our substitute program. The seasoned educational staffing firm has nearly two decades of experience providing trained and qualified substitute personnel to school districts, and we are excited to work with them.

We cannot thank our dedicated substitutes enough for stepping in at a moment's notice to ensure our students experience continuity in academic and support services. It is our sincere hope that you will continue to substitute for our district – but to do so, you will need to become an employee of ESS.

Effective March 1, 2023, ESS will officially begin managing our substitute program.

At our request, ESS will contact you within the next few days to offer you employment within their organization. As an ESS employee, you will be eligible for benefits such as health insurance, dental, vision, 401k, and various work incentives that the school district simply can not provide. ESS will hold orientation meetings in the near future where you'll have the opportunity to meet with their staff, ask questions, and complete the transition. You are under no obligation to join ESS; however, you won't be able to continue as a substitute in our district until you do so.

Again, we truly appreciate your commitment to the children of our community and hope you will continue your valuable service. We will be working very closely with ESS to ensure a smooth transition for everyone involved.

Best Regards,

Jeff Kelly, Ed.D.