

LEAdvocate

Issue #2 – August 31, 2007

*A Basic Right...
A Great
Public School
for Every
Child.*

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LEA Holds All-Member Meeting

On Thursday August 22 at Lefler Middle School LEA held an after school, all-member meeting, the first in a number of years. Over 100 LEA members were in attendance. The meeting focused upon this being a negotiations year with the LPS. **LEA President Arlene Rea** and **LEA Executive Director Jim Rea** wanted to be able to communicate to members information about the negotiations process as well as hear from members present some of the topics and items they would like to have the LEA Negotiations Team consider putting on the all-member survey for this fall.



President Arlene Rea started the meeting by giving an overview of the meeting and the need for members to contribute their voices and creative ideas to the negotiations process. She talked about why we have a contract with the District: to ensure employee rights, benefits, and protections. She also spoke about a fear some members occasionally express: that if a person stands up for their contractual rights, they may face retribution. President Rea made it clear that when members come to the LEA with concerns, they are protected by the *Professional Agreement*, LPS Board Policy, and by LEA's intervention from retribution and that the best way members can avoid retaliation is to use official channels via LEA to raise concerns.

Executive Director Jim Rea walked members through a brief history lesson on contract negotiations and how negotiations through the years between LEA and LPS have evolved, including moving from a confrontational process to an interest based, problem solving process. He also gave some interesting statistics on how things have changed throughout the years due to negotiated agreements between LEA and LPS. Among the many examples he highlighted was the fact that in 1970 teachers were under contract for 190 days, the base (beginning) salary was \$6,700, the top salary for teachers with a PhD was \$13,400, the District contributed \$8.25 per month for an employee's health insurance, and LPS paid \$5.35 per hour for teachers who taught summer school. This year teachers are under contract for 191 days, the base salary is \$34,158, the top salary for teachers with a PhD is \$68,289, the District is contributing \$346.67 per month for single health insurance and \$536.50 for family health insurance, and teachers assuming summer school assignments have their compensation based upon 1/6th of their daily rate of pay from the regular contract year. In 1970 the *LEA-LPS Professional Agreement* ran a total of four printed pages. Today, with all of the expanded language outlining leave provisions, the grievance procedure, and other rights, benefits, and protections negotiated on behalf of teachers, the *LEA-LPS Professional Agreement* runs forty-five printed pages!

Members at the meeting were urged and readily accepted the challenge to fill out cards suggesting topics, issues, and areas of concern that should be included in the up-coming LEA all-member pre-negotiations survey. Not surprising, toward the top of the list of suggestions were issues having to deal with workload and FLEX time.

The members of the LEA negotiations team, all of whom participated in training this summer, will be named by President Rea and approved by the LEA Board of Directors in September. Stay tuned for details as LEA moves forward in its process to improve the lives and working conditions of its members—people doing one of the *hardest* and *most critical* jobs that exists in our society!

Urban Myths # 2



Ed Sullivan Presents The Beatles - February 9, 1964



For those of you old enough to remember the Beatles' appearance on the *Ed Sullivan Show* on February 9, 1964, did you know that crime throughout the United States plummeted that evening? Even in New York City for the hour the Beatles performed, not a single crime was reported because all of the city's delinquents were glued to their TV sets!

Sound too good to be true or were the Beatles really that famous already? As late as 1997 newspapers were still referencing this phenomenon, but sorry to tell you, *it is an urban myth*. It is estimated that about 38% of the American viewing public did tune in to watch the "Fab Four" that night, but the correlating fall of crime during the program is a legend that has grown and grown out of proportion with each retelling over the years.

Here is another "urban myth" of which you should be aware:

If teachers need staff development/training or if they teach in more than one curricular area, they can be required to attend more than the seven (7) hours of required district FLEX time. Not! The current contract calls for certificated employees to put in seven hours of district staff development FLEX time outside of the contract day in order to earn payment for one of the contract days that is not on the calendar. This was the same situation as last year. Teachers need not attend more than seven hours of FLEX-related course work/meetings/staff development to earn their day of pay. If teachers teach in multiple curricular areas, **consultants are to work out between them what the employee must attend to avoid mandating more than the seven hours of District FLEX time for individuals.**

Unchanged from the contract (other than the FLEX time related language) is the provision that *mandated district staff development* needs to be offered during the contract day (i.e. on professional work days that belong to the District or when the District provides a substitute for a teacher to attend inservice on a student day). Teachers can also be offered pay to attend staff development on non-contract days, but acceptance of the inservice, even when pay is offered, is voluntary on the employee's part.

Equally important: teachers are being compensated this year for one new, additional day of staff development that appears in the contract, but not on the calendar: *building* FLEX time for which teachers need to put in seven (7) hours and no more than seven (7) hours outside of their usual contract time.

Welcome New LEA Members!

An organization is only as strong and as effective as its membership and the Lincoln Education Association is pleased to **welcome** the following individuals to the LEA/NSEA/NEA family (as of August 31, 2007). These new hires, individuals renewing their membership after having been on leave, and experienced teachers who have recently joined LEA have taken an important step: becoming an active member of their professional association.

LEA looks forward to having these new voices, gaining from their participation, learning from their creativity, and representing them as the Association moves forward to better the profession for educators, students, and our community.



Jim Ageton.....	Hartley Elementary School
Annette Allyn	Belmont & Saratoga Elementary School
Shari Anderson	Brownell Elementary School
Sara Andersson.....	Norwood Park Elementary School
Matthew Auch Moedy	Holmes Elementary School
Amy Ball	Riley Elementary School
Morgan Beach	Humann Elementary School
Kyle Beacom	Irving Middle School
Karen Beek	LPSDO
Jennifer Birdsall.....	Holmes Elementary School
Teresa Blackstone.....	West Lincoln Elementary School
Erin Bouwens	Belmont Elementary School
Kristina Boysen	Clinton Elementary School
Debra Brandt	Huntington Elementary School
Ted Brandt.....	Goodrich Middle School
Tammy Brant.....	Irving Middle School
Jessica Brinkmeyer.....	Prescott Elementary School
Demaree Brown.....	Lincoln Northeast High School
Rachel Bruce	Goodrich Middle School
Melody Buethe	Fredstrom Elementary School
Amber Buhrman	Lincoln High School
Brian Bullington	Lincoln Southwest High School
Laura Burk.....	Roper Elementary School
Natalie Burkey.....	Pershing Elementary School
Jill Caldwell.....	Pershing Elementary School
Hilary Cartmill.....	Belmont Elementary School
Charlotte Ceballos	Lefler Middle School
Michael Champagne	Culler Middle School
Kathleen Chapin	Riley Elementary School
Melanie Chavez-Nelson	Clinton Elementary School
Lawrence Christensen.....	Lincoln High School
Kathryn Christiansen	Goodrich Middle School
Sheryl Clark.....	Lakeview Elementary School
Vicki Coleman.....	Goodrich Middle School
Jena Deaver (Ash)	Sheridan Elementary School
Jodi Deroos Horalek.....	Elliott & McPhee Elementary School
Rebecca Dittmer	Norwood Park Elementary School
Emily Dvorak	Lincoln High School
Matthew Erb	Lakeview Elementary School
Tina Fardell	Hartley Elementary School
Josh Fink.....	Lakeview Elementary School
Megan Fleischman.....	Rousseau Elementary School
Renee Ford.....	Campbell Elementary School
Douglas Frank	Lincoln Northeast High School
Ruth Friedman	Lincoln Northeast High School
Tammy Gallagher	Lincoln Northeast High School
Michelle Garwood	Lincoln High School
Scott Gealy	Lincoln East High School
Nathan Geiken	Lincoln Northeast High School
Valerie Gortmaker	Pershing Elementary School
Tamara Groff	Pershing Elementary School
Susan Halsted	Lakeview Elementary School
Genee Handley	Lincoln High School
Karen Hankins	Meadow Lane Elementary School
Heather Hanson	Belmont Elementary School
Tammy Hastings.....	Pyrtle Elementary School
Brent Hermes	Lincoln Southwest High School
Jessica Hinman	Meadow Lane Elementary School
Matthew (Mitch) Hirt	Goodrich Middle School
Sarah Hoglund	Clinton Elementary School
Elizabeth Houghtelling	Pyrtle Elementary School

Susan House	Pyrtle Elementary School
Amy Hudson.....	Scott Middle School
Brittany Inmon.....	West Lincoln Elementary School
Kelly James	Lincoln High School
Michael James	Lincoln North Star High School
Anamarina Jarecke	Lincoln High School
Karron Johnson.....	Irving Middle School
Pamela Johnson	LPSDO
Rebecca Johnson.....	Goodrich Middle School
Amy Judd.....	Sheridan Elementary School
Ashley Keith.....	Hawthorne Elementary School
Tora Kinder	SECC - Lincoln
Pamela King	Campbell Elementary School
Stephanie Kinnaman.....	Saratoga Elementary School
Frank Knopik.....	West Lincoln Elementary School
Mary Koens-Vavala.....	Lux Middle School
Elizabeth Kontor.....	Goodrich Middle School
Christina Kubicek	Lefler Middle School
Patricia Kuhl.....	Randolph Elementary School
Matthew Kutscher.....	Lincoln North Star High School
Joseph Lefler	Irving Middle School
Nancyruth Leibold.....	Lincoln North Star High School
Beth Lenzen.....	Maxey Elementary School
Holly Libbe.....	Culler Middle School
Jennifer Lyons	Lincoln North Star High School
David Macek	Culler Middle School
Nicole Marshall	Huntington Elementary School
Stacy Marshall	Lincoln Southwest High School
Theophilus Mathis	Prescott Elementary School
Sarah McMahan.....	Calvert Elementary School
Anastassia McNulty.....	Culler Middle School
Jessica Mertens.....	Huntington Elementary School
Judith Michaels.....	Randolph Elementary School
Jen Mikkelsen	Hartley Elementary School
Jesse Millspaugh.....	Lincoln East High School
Carolyn Ann Moore.....	Lincoln Southeast High School
Amy Neemann.....	Irving Middle School
Patrick Neilly.....	Randolph Elementary School
Christina Nevitt	Lincoln North Star High School
Meghan Nienaber	Riley Elementary School
Kristen Nugent.....	Lincoln Northeast High School
Patrick O'Hare	Culler Middle School
Terra Obrecht.....	Pershing Elementary School
Suzie Olberding	Dawes Middle School
Gretchen Oltman.....	Lincoln East High School
Jeffrey Pappas.....	Lefler Middle School
Kinsey Parker	Belmont Elementary School
Joni Parrish	Behavior Skills Program
Sally Pedersen	Culler Middle School
Angela Penner	Roper Elementary School
Christine Peterson.....	Pyrtle Elementary & Mickle Middle School
Daniel Peterson.....	Hartley Elementary School
Marian Poggemeyer.....	Lincoln North Star High School
Jennifer Powell	Lincoln Northeast High School
Deanna Priefert.....	Lefler Portable
Cale Prindle	Lincoln North Star High School
Anthony Reda.....	Lincoln Southwest High School
Jessica Rempe.....	Elliott Elementary School
Amanda Rife.....	Lincoln Southeast High School
Kale Riley	Culler Middle School
Jessica Rivera	Lincoln Northeast High School
Nuru Roach.....	West Lincoln Elementary School

Laura Rodriguez	West Lincoln Elementary School
Tiffany Roemmich.....	Meadow Lane Elementary School
Brady Rohlf.....	Lincoln Northeast High School
Joseph Rousseau	Mickle Middle School
Brandi Rowland.....	West Lincoln Elementary School
Erin Ryckman.....	Goodrich Middle School
Michalla Schartz.....	Lefler Middle School
Kevin Scheele.....	Lincoln Southeast High School
Michaela Schleicher	Lincoln East High School
Brenda Schmidt	Goodrich Middle School
Kerrie Schnell.....	Lincoln Northeast High School
Ralph Schnell.....	Lincoln Northeast High School
Keri Schomerus	Meadow Lane Elementary School
Chantelle Schroeder.....	Holmes Elementary School
Patricia Schumacher	Goodrich Middle School
Stephanie Seuferer.....	Dawes Middle School
Stephanie Sherman	Lincoln North Star High School
Ryan Shuman.....	Pound Middle School
Nicole Slattery	Riley Elementary School
Rebecca Smith	Irving Middle School
Stephanie Smith.....	Lefler Portable
William Smith	Lincoln Southeast High School
Kimberly Snyder.....	Lincoln Northeast High School
Maryann Spahni.....	Lincoln High School
Jennifer Spriek.....	Roper Elementary School
Mary Stauffer.....	Lincoln North Star High School
Alisha Stopp	Lincoln Southwest High School
Jennifer Stutheit.....	Lincoln North Star High School
Rachel Suesz.....	Humann Elementary School
Linda Taylor	Everett Elementary School
Jill Teachout	West Lincoln Elementary School
Kimberly Texel.....	Clinton Elementary School
Curtis Thomas	Lincoln East High School
Molly Thomas	Lincoln High School
Shari Timm.....	Riley Elementary School
Ester Vera	Prescott Elementary School
Paula Welsch	Lincoln Southeast High School
Christopher Wheeler.....	Randolph Elementary School
Kathryn Whitman	Lincoln North Star High School
Julie Whitwer.....	Lincoln East & Southwest High School
Tracie Winter-Elbracht	Arnold Elementary School
Tiffany Wlaschin	Lincoln High School
Connor Wobig	West Lincoln Elementary School
Julie Wyss.....	Everett & McPhee Elementary School
John Zetterman	Scott Middle School