

## The LPS Seniority & Assignment List... and Why It Is ESSENTIAL That You Check Your Placement

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Arlene Rea, President

arlene.rea@nsea.org

Dan Studer, UniServ Director & Editor

dan.studer@nsea.org

**Nightmare Scenario:** It's springtime and instead of blooming flowers and bird songs, you're greeted with the fact that you are going to be the unlucky person who is going to be surplused from your building because of a change in student enrollment. "But I know I have seniority over Linda Q. Smileyface across the hall who has the same endorsement! I have been with the district three years longer than she! Shouldn't she be the one that has to change schools?" Most likely, but did you check the LPS Seniority and Assignment lists **before January 5, 2009** to be sure there wasn't an error in your listing?

**You must check BOTH your seniority number (and the hire date) as well as your assignment on the assignment list. Here's why:**

The LPS Seniority and Assignment lists are used to determine who gets surplused (reassigned) when there have been changes in a building's enrollment, or budget or program changes in the district. The lists are also used if there is going to be a reduction in force (layoff) if circumstances are such that there is no vacancy for a person in their area(s) of certification or endorsement.

Errors in the seniority and assignment list can occur and they are usually easily corrected, but the *Professional Agreement* makes it clear that "the validity of the seniority list shall become final and no longer subject to grievance following the first contract day in January" (for this school year, LPS has determined the lists are final as of **January 5, 2009**). The deadline date is final even if an obvious error is discovered after the deadline date! Should there happen to be surplus/RIF situations in English, for example, and a social studies teacher with low seniority has incorrectly been identified as having an assignment in English, that social studies teacher could find themselves in trouble if they didn't get their assignment listing corrected **before January 5, 2009**. As another example, a person who should have a relatively "safe" seniority number of 2020 (for example) who, through a glitch, finds themselves listed as having a dangerously low seniority number of 3020 needs to get that error (or any error in their seniority placement) fixed **before January 5, 2009**.

**Is the hire date listed for you correct?** Individuals with the same hire date are placed on the seniority list at random. Every year individuals most likely should see themselves move up (to a higher/greater seniority number) because of retirements of individuals ahead of them on the seniority list.

**Is the assignment listed for you correct? If you teach in more than one area, is the assignment listed reflective of the majority of your assignment?**

To access the seniority and assignment lists, go to <https://wapp.lps.org/gold/certificatedlist/>

Enter your name and password. You'll find seniority listings toward the bottom of the list. Click on that and follow the prompts. View the memo to find out how to report errors. It is important to check **both** the seniority and assignment lists. If you find an error and have any problem getting it corrected **before January 5, 2009**, contact LEA immediately.

## Thank You and Good Luck, Gina Parish!

It has been LEA's delightful experience to have among the staff this fall Gina Parish. Gina is an intern from the National Education Association (NEA) UniServ Intern Program and will be with LEA through November 25th.

The UniServ Intern Program provides the potential staff person with the skill training and work experiences needed to qualify for UniServ staff positions. The program begins with an intensive five-week training in the Washington, D.C. metropolitan area. The training components consist of: organizing, problem solving skills, organizational development, alternative dispute resolution,

communication skills, negotiations, interpersonal/group dynamics skills, and survey of association program areas. Upon completion of the training program, interns move on to receive up to three months of full-time field-training under the direction of an experienced UniServ staff mentor.

This year, only twelve applicants were accepted into the program and out of a host of local Associations to apply as a mentor, LEA was one of twelve chosen.

Gina is from Northern California. She comes to LEA with twenty years of public education experience, and has a B.S. in Business Administration from California State University, East Bay (formerly Hayward). Currently, she's on a leave of absence from Hayward Unified School District (HUSD) as an Employee Benefits Specialist. HUSD's average daily attendance is approximately 21,000 for the school year of 2007/2008. Prior to being an Employee Benefits Specialist, Gina was a District Accountant.

Gina has been kept busy participating in all aspects of the LEA. She has accompanied Executive Director Jim Rea and President Arlene Rea on meetings with the District and to school board meetings. She has participated in member rights meetings with UniServ Director Dan Studer and has attended internal LEA staff meetings as well as LEA Board of Directors' meetings, Faculty Representative Council meetings, and NSEA staff meetings. Gina also did a week-long stint with the OEA to get a flavor of that local and has made a few appearances around the state with other NSEA UniServ Directors. Gina has more than gotten a taste of what association work is like and the members we serve.

Gina and LEA had a two-day visit by her NEA supervisor, Dan Hand, from Washington, D.C. earlier in her internship and she has given a presentation to the NEA and her fellow interns on her experiences in Lincoln, Nebraska.

Regardless of whether or not Gina decides to pursue a career change and join the NEA and a local or state association as a UniServ Director or if she returns to a position with her school district, we thank Gina for her valuable contributions to LEA this fall and wish her a wonderful and exciting future!

## Shredding Event Helps LEA Members Clean UP!



On Saturday October 11<sup>th</sup> LEA members dropped off nearly 2,000 pounds of confidential papers to be shredded before their eyes thanks to LEA and 1st Nebraska Educators Credit Union. Shredding Solutions and LEA staff (with Executive Director Jim Rea giving a helping hand in the photo) provided the manpower and equipment. In this day and age, people should take precautions to guard their identity and old papers, bills, etc. with addresses, social security numbers, bank statements, etc. should all be disposed of with care. Watch for another FREE opportunity to get your unwanted confidential papers shredded at another LEA Shredding Event this spring and start boxing

up your unwanted paper in the meantime.

