

By the Book with LEA

Facts Worth Knowing as a New Hire [Bargained for you by your LEA]

Need cash?

New teachers may elect an early advance in pay up to \$1,000.

Need additional supplies for your classroom?

Each full-time certificated employee is allotted \$225 a year to purchase equipment and/or supplies for the classroom. Part time employees receive a pro-rated amount. Keep your original cash receipts for reimbursement.

Need to travel?

Staff members who use their personal automobile to travel between multiple job sites on the same day are reimbursed for their mileage.

Got plan time?

All teachers are provided with an average of 500 minutes of plan time per week. Teachers who lose plan time because of assigned duties or traveling between buildings must be compensated for lost plan time.

Need to miss school?

Every new certificated employee who selects Option B Leave is entitled to 11 paid days per year of "no questions asked" leave.

Got lunch?

State law provides that each teacher shall be given an uninterrupted lunch period of not less than 30 minutes each school day, and no teacher shall be assigned teaching, supervisory or other duties during that lunch period.

Want rewards for professional development?

Credit for college graduate courses earned after your degree and staff development courses taken while employed by LPS are acceptable for advancement on the salary schedule.

Any combination of eighteen acceptable graduate/staff development hours will allow you to move a horizontal step on the salary schedule at any time during the school year.

Want a tax break?

LPS employees are eligible for enrollment in a 125 Plan that allows employees to pay for certain medical and dependent care expenses with pre-tax dollars.

Want to go National?

Certificated staff wishing to pursue National Board of Professional Teaching Standards (NBPTS) Certification may be eligible for financial assistance and support during and after the process. Financial rewards are attached to earning the certificate as well.

SEAN still has value?

If you're a first-year teacher who belonged to your Student Education Association during your college years, you're eligible for a discount on your professional dues from NEA and NSEA.

Do you have questions about any of the listed benefits?

Contact the LEA!

4920 Normal Blvd. 68506

489-7500

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Your Professional Association

- ❖ LEA is committed to the principles of high quality, affordable, and universal free public education for all children.
- ❖ The strength of our organization comes from the 2,500 members of the LEA, the 28,000 members statewide, and the 3.2 million members nationwide.
- ❖ The LEA and NSEA make your voice, the voice of public education, heard on issues that matter most to you, your students, and your profession.
- ❖ LEA is attuned to the professional lives of its members and is committed to improving the profession by offering workshops, materials, benefits, etc. that meet the needs of the membership.
- ❖ LEA advocates for reasonable student-teacher ratios and opportunities for member professional growth. Educational equity, opportunity for members, and excellence are valued by the organization.
- ❖ LEA has always and will continue to make enhancing your compensation and benefits as well as protecting your rights a top priority.
- ❖ Who will lead public education in the 21st Century? The politicians? The privateers? Or **you**? LEA, NSEA and NEA are committed to ensuring the future of public education with **your** voice being heard!



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Your Rights as a Lincoln Educator

- ❖ LEA members have the right to have an Association representative with them at any job related performance conference with a district official.
- ❖ All teachers have the right to write a rebuttal to any appraisal document comments to which they do not agree. LEA members have the right to get advice and assistance with the appraisal process from an Association representative.
- ❖ All teachers have the right to inspect their personnel file and to file a written statement responding to any material in the file they believe is inaccurate or untrue. LEA members have the right to get advice and have an Association representative with them during file inspections.
- ❖ Notices of non-renewal or termination of contracts must be received on or before April 15th. LEA members have the right to get advice and assistance from an Association representative throughout such a proceeding.
- ❖ As a public employee, teachers have these and other rights, and LEA is there to defend its members and their right. LEA members should never hesitate to contact their Association representative (489-7500) if they have any questions or concerns about their rights as a public employee.

