



By the Book with LEA

Your Professional Organization

- LEA is committed to the principles of high quality, affordable, and universal free public education for all children and working collaboratively with the Lincoln Public Schools for the benefit of certificated employees, students, and the Lincoln community.
- 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 member voices, the voice of public education, heard on issues that matter most to members, their students, and their profession.
- LEA is attuned to the professional lives of its members. Communications to members are made available on an on-going basis throughout the year via various newsletters and communiqués. Educational equity, opportunity for members, and excellence are valued by the organization. LEA is committed to improving the profession by offering workshops, materials, benefits, etc. that meet the needs of the membership.
 - LEA provides opportunities for members' professional growth through workshops such as "I Can Do It!" and Member Rights presentations to probationary teachers as well as annual workshops for Faculty Representatives.
- LEA always has and will continue to make enhancing compensation and benefits as well as protecting member rights a top priority.
 - LEA is one of, if not the only local in the state that has contract language that guarantees Association input and approval regarding Teacher Appraisal.
 - LEA is forward-thinking when it comes to salary and benefits. LEA anticipated the potential of health insurance savings and negotiated any savings from health insurance premiums go into the pockets of members. In preparation of potential new dollars to school districts due to LB 1014 which goes into effect in

2016, LEA has begun negotiating language to ensure those additional funds be available to members.

- LEA advocates for reasonable student-teacher ratios. A class size appeal process which covers both class size and/or diversity within the classroom is in the contract and materials are available on the LEA web. 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!

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 any district official or at any point in the appraisal process.
- 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.
- Nothing should be put into a teacher's personnel file at the building or district level without the teacher's knowledge. All teachers have the right to inspect their personnel file at the building and/or district level and to file a written statement responding to any material in the file they believe is inaccurate, untrue, or single-sided. LEA members have the right to get advice and guidance from an Association representative regarding rebuttals and responses as well as have representation present with them during file inspections as warranted.
- 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 rights. LEA members should never hesitate to contact their Association representative (489-7500 or go to lincolneducationassociation.org) if they have any questions or concerns about their rights as an LPS certificated employee.



LINCOLN EDUCATION ASSOCIATION

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Facts Worth Knowing as LPS Certificated Employee These Are Just a Few Benefits Negotiated for Members by Your LEA

Need Cash? New teachers or teachers returning from unpaid leave may elect an early advance in pay up to \$1,000 at the start of the year (\$5 in the LEA-LPS Professional Agreement.) Teachers may request their summer pay be provided to them in a lump sum in June rather than have the payments spread across the summer months. Teachers who leave the district after one year of employment may cash in unused leave at \$16.50 per hour [8].

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 prorated amount. Keep your original cash receipts for reimbursement [9-10].

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 [Article XI].

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 financially compensated for lost plan time [16].

Too Many Meetings? Too Much Time Wasted? Teachers may appeal unwarranted, irrelevant staff meetings that do not respect teacher time and workload [5].

Need to Be Absent? Every certificated employee who selects Option B Leave is entitled to 11 paid days of "no questions asked" leave [8-1]. If schools are closed for inclement weather teachers already on leave for that day, will not have their leave deducted for the day [5]. If staff run out of annual leave days, they can dip into unutilized leave for sick leave or emergency purposes. Leave may be utilized on an hourly basis [87]. Teachers facing catastrophic illnesses may ask for donated leave from others when their own leave is exhausted [8].

Staff Development, Anyone? Mandatory staff development must be provided during contract time (which includes FLEX Days) [5(e)] and cannot occur on teacher professional days or elementary plan days [5 (1) and 5A (3)].

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 [5-3].

Overloaded on Parent Teacher Conferences? Teachers who conference more than six hours per semester are able to earn

up to 3.5 additional hours per semester of conference leave which becomes accumulated leave if not used within the school year) for additional conferencing [5].

Need to Cover Someone's Class or Combine Students into Other Classes? Teachers are entitled to additional compensation when a substitute is not available and a teacher has to give up their plan time or allow additional students in their class [9].

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. A combination of eighteen acceptable graduate/staff development hours will allow you to move a whole step on the salary schedule at any time during the school year. Development hours earned and not utilized before the end of the year may automatically be added to an individual's MA once they have earned it to move forward in the salary scale [9].

Want a Tax Break? LPS employees are eligible to participate in a 125 Plan that allows employees to pay for medical and dependent care expenses with pre-tax dollars [121 (c)].

Got Report Cards? Elementary teachers have five full contract days and secondary teachers have three full contract days following the end of 2nd and 3rd quarter to prepare and submit grades [15].

Got Problems? Experienced LEA staff are a confidential phone call or e-mail away. A contractual grievance procedure allows for professional problem solving, when necessary, with a guarantee of no retaliation [Article IV].

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 [58].

Do you have questions about benefits?

Contact the LEA!

Lincoln Education Association

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