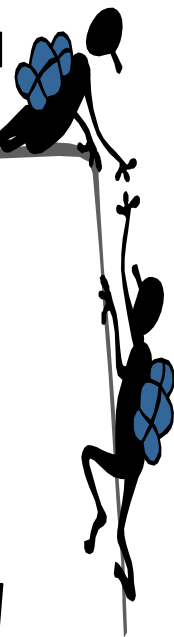


The LEA Insider



From March 1, to March 31, 2010, the LEA Member Rights UniServ Director provided the following services to members (in no priority order):

- Advised a number of members re: Letters of Intent
- Advised a number of members re: threats made against them by students, incidents with students at school, and/or parental accusations
- Advised and represented a member at LPS HR re: job performance issues
- Intervened on behalf of a member over concerns re: payments for \$225 reimbursement and got resolution for the member
- Advised a number of members re: leaves from the District for a variety of reasons
- Advised and represented a member in a meeting with their evaluator
- Advised and worked with the District on behalf of a member re: non renewal of a contract
- Advised a number of members re: responding to reprimands or mandates by building administrators
- Advised a member re: Indoor Air Quality (IAQ) issues at their site
- Advised and represented a member at LPS HR re: non-renewal of their contract
- Advised and represented a member at their site with their appraiser re: final observation and summative appraisal conference
- Advised a member re: their current appraisal cycle and administrative concerns that have been expressed to them
- Advised and continue to work with a number of staff re: relations between the staff and the administration
- Advised a member re: proposed meeting with District representatives and a difficult situation with a student
- Advised a number of members re: donated leave, disability insurance, and/or maternity leave
- Advised a member re: lack of support from their building administrator
- Advised a member re: relations with a colleague
- Advised a number of members re: increased demands upon their plan time for instructional coaching, field trips, student supervision, etc. **[Members are reminded that except for the occasional need to supervise students on special occasions, supervision of students on anything resembling a regular basis is not an appropriate use of plan time. Supervision on a regular or reoccurring basis can be and should be considered an additional student contact and not permitted without voluntary agreement and/or compensation for lost plan time.]**
- Advised a member re: absence during PLC time
- Met with the staff at LEA, the LEA Negotiations Team, the LEA/LPS ProCom, and the LEA Board of Directors, and presented at FR Council.
- Logged **66 confidential phone calls** with members and potential members.
- Had **7 confidential one-on-one** meetings with members.

Important Dates:

April 15: Last date the District can notify a teacher of a RIF (Reduction in Force/Lay Off) or non-renewal of a teaching contract. A cancellation of a contract after this date requires statutory “just cause.”