

The LEA Insider

**From March 1, to March 31, 2011, the LEA Member Rights UniServ Director, Dan Studer, provided the following services to members (in no priority order):**



- ✓ Advised a number of members in regards to conflicts and/or relationship difficulties with their site administration at a number of different sites in LPS.
- ✓ Advised and assisted a number of members on Notice of Professional Concern (NPC) and/or represented members at NPC meetings with their evaluators and/or LPSDO. **[IMPORTANT: Members are strongly advised NOT to attend a meeting with an administrator without LEA representation if an NPC is going to be issued. IF a member is called into a meeting and they have not been told ahead of time that the meeting is meant to discuss the issuing of an NPC, then the member is strongly advised to professionally halt the meeting and insist that it be rescheduled at a time when LEA representation can be arranged to be present. THIS IS A RIGHT OF ALL MEMBERS. See the *LEA-LPS Professional Agreement, Article 7-5.*]**
- ✓ Advised and represented a number of members at Health Care Response Team meetings at Human Resources with Risk Management.
- ✓ Advised a number of members re: leave of absence and retirement issues.
- ✓ Continue to advise a member re: the Intensive Assistance process.
- ✓ Have begun advising members re: building staffing points and the LPS surplus process.
- ✓ Advised members re:
  - Facility issues,
  - Worker's Comp issues,
  - Donated leave,
  - Utilizing leave,
  - Testing schedules at the site,
- Letters of Intent,
- Job employment issues,
- Salary schedule questions,
- Family Medical Leave act, and
- Building and District FLEX issues **[PLEASE NOTE: The deadlines for completing both District and Building FLEX time for 2010-2011 has passed (March 21<sup>st</sup> and 24<sup>th</sup>, respectively.)]**
- ✓ Participated as a member of the LEA-LPS Professional Committee (ProCom) and met with LEA Professional Staff and LPS Representatives re: a variety of topics.
- ✓ Met with the LEA Board of Directors and LEA and NSEA staff.
- ✓ Logged **62 confidential phone calls** with members.
- ✓ Had **11 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 teaching contract. A cancellation of a contract after this date requires statutory "just cause" for tenured teachers.

**May 1.....** Team Leaders, Coordinators, and Department Chairs continue to serve or be paid *for the next contract year* if notification of a change of assignment does **not** take place prior to this date.

**When NOT to Call upon Your Site's Faculty Representative (FR)... and Call LEA Directly**

LEA Faculty Representatives are a storehouse of information and because they volunteer extra time to be of service to the Association and the members at their site you can count on the fact that they care! However, there are times when members are strongly urged **not** to contact their FR with certain

kinds of issues and to call LEA directly. If a member is concerned about an issue that affects them personally that could potentially have repercussions regarding their employment or contract or teaching certificate, it is LEA's advice to members **not** to involve their FR, but to call LEA and to do so in a prompt, timely manner. FR's should never be put in the position where they receive personal information from a member that could jeopardize the FR's relationship with the member, with the other members on the staff, or the administration of the site. As it is, most FR's have a unique relationship with their administration and most site administrators respect the fact that there are times when an FR has to come to them and address an issue that is a staff concern and not necessarily a personal concern to the FR.

Expecting an FR to get involved in an issue that could have repercussions of a legal or job employment nature is ill-advised. FR's may not have the experience or the expertise to answer a member's question in situations such as this. FR's should not have to play the role of a go-between and call LEA on the member's behalf to try to get answers for the member. First of all, LEA staff in cases of job performance or legal issues will need to talk to the member directly and get more information than the FR may have or be comfortable asking the member (and possibly should not know). Second, there are situations which can arise in which LEA staff, on the advice of NSEA, simply cannot and should not advise the FR upon to pass on to the member. LEA staff need to speak directly to the member affected in order to advise the member properly and there are times when that advice may be for the member to seek immediate legal counsel.

LEA is extremely appreciative of the work of our many, many devoted Faculty Representatives and the Association also wants to do the very best for our members. Members, in turn, need to take the responsibility to call LEA directly when the situation calls for it and keep their communications to others about any situation that could involve job performance, legal matters, or situations that could have potential job-related action attached to it confidential. Matters of this nature are not issues for discussion with colleagues; regardless of the role that colleague might play at the site.

*Members are reminded that they always have the right to call their Association and that calls to LEA are confidential.*

**This Month's Bumper Sticker:**

**"I R S: We've got what it takes to take what you've got."**

**Bonus Bumper Sticker Considering It's That Time of the Year:**

**"IRS: Be Audit You Can Be"**

