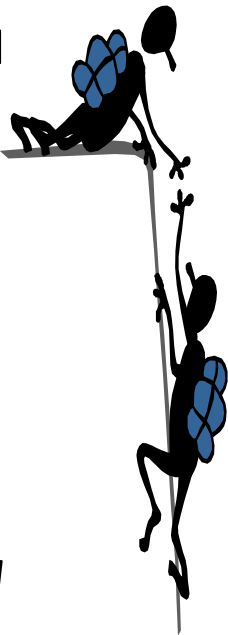


The LEA Insider



From March 2 to March 31, 2009, the LEA Member Rights UniServ Director provided the following services to members (in no priority order):

- Advised a number of members re: summative appraisals and whether or not there needed to be written responses filed, assisting members with responses when appropriate
- Continued to advise a member and represent them and their interests during the Intensive Assistance Appraisal process
- Advised and represented a member at Human Resources re: job performance concerns
- Advised a member and secured legal services for them via NSEA. The situation was resolved to the member's satisfaction.
- Advised numerous members re: surplus, seniority, and transfer procedures
- Advised and represented a member newly placed on a Notice of Performance Concern
- Advised a member re: borrowing leave from next year
- Advised a number of members re: concerns dealing with a parental/student situations
- Advised a member re: having to use personal leave to answer a subpoena (unless the subpoena is on behalf of LPS, employees are required to use their personal leave in most such cases)
- Advised a number of members re: donated leave
- Advised a member re: cashing in unused leave (the contract allows this to be done **in full** upon separation from the district after ten years of employment, otherwise .5 of the leave may be sold back upon separation from LPS)
- Advised a number of members re: FLEX time hours
- Advised a member re: Worker Comp/Risk Management request
- Advised a member re: using leave on PLC days (to avoid being docked, individuals need to report if their absence is due to illness regardless of whether or not they are on Option B)
- Logged **86 confidential phone calls** with members and numerous daily e-mails with members
- Had **5 confidential one-on-one** meetings with members

It's That Time of the Year

April 15th is the deadline by which LPS must notify in writing "any probationary or permanent certificated employee whose contract of employment may be amended, terminated, or not renewed for the next year" according to state law (79-831). This does not mean that LPS cannot take action against an individual's contract after April 14th for "just cause." **There is no such date in state law or the LEA-LPS Professional Agreement by which the District must notify employees of surplusings.**

Summative teacher appraisals were due to Human Resources for 1st and 3rd year probationary staff by the end of third quarter (**March 20**) and by the end of the school year (**June 5**) for second year probationary staff and permanent tenured staff. It is **not** the teacher's responsibility to remind appraisers of these deadlines and if the deadlines are not respected by the appraiser, there can be no repercussions for the teacher. Teachers do **not** have to report for appraisal conferences with their appraiser during the summer when the employee is off contract unless they voluntarily choose to do so.

Team leaders, coordinators, and department chairs must be notified by **May 1** if they will not be retained in their current leadership position for next year; otherwise, the individual continues in the same position next year. The LEA-LPS *Professional Agreement* does not mandate reasons for changes in these assignments must be provided by the supervisor to the employee, just the notification date.

Bumper Sticker of the Month: "Follow that car, Godzilla—and step on it!"