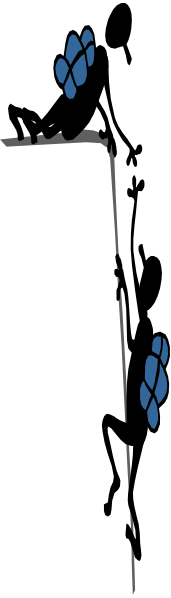


August 2010

The LEA Insider



The LEA Insider is your **monthly** guide to information about what is happening around the district. It includes information about member concerns (without betraying the confidentiality of any member) upon which the Association is acting, important dates for members to be aware, and other information that can be crucial to members in order to meet their responsibilities as a professional and/or avoid problems with their employment.

THIS IS A COMPLIMENTARY ISSUE OF *THE LEA INSIDER* FOR ALL CERTIFICATED STAFF. LEA MEMBERS WILL CONTINUE TO RECEIVE *THE LEA INSIDER* ON A MONTHLY BASIS. IF YOU AREN'T ALREADY A MEMBER, PLEASE CONSIDER JOINING LEA AND BE BETTER INFORMED, BETTER PROTECTED, AND ALLOW YOUR VOICE TO BE HEARD!

You may join the LEA/NSEA/NEA by contacting Taina Radenslaben at taina.radenslaben@nsea.org or by going on-line to the LEA web site at:

<http://www.lincolneducationassociation.org/JoinLEA.html>

What did the LEA and the LEA UniServ Director, Dan Studer, Work on This Summer?

- A number of member rights cases involving possible terminations/contract cancellations ran past the ending of the school year and into the summer. A number of these cases involved multiple meetings with the member and/or LPS officials before resolution could be reached.
- LEA met with a group of members in a specialty area to help them strategize a plan to improve their working conditions.
- LEA had a work session with District officials to finalize the wording of the 2010-2012 *Professional Agreement* and to sign the document following ratification by both the membership and the LPS Board of Education.
- LEA was involved in a NSEA UniServ Work Study Group analyzing the work of Charlotte Danielson whose research is being (or already has been) utilized to form appraisal teacher materials in a number of school districts. Danielson's work has been the basis for appraisal systems developed by OPS and Iowa and is the basis for last year's field test and this year's pilot of a new appraisal system in LPS (Iowa has subsequently abandoned their appraisal system based upon the Danielson framework). Only a limited number of LPS teachers have, to date, been a part of the field test and pilot and **no teacher who has not volunteered to be a part of the program is to be appraised using the new process**. Further, because LEA, LPS, nor the NE Department of Education has approved the new process for LPS, **teachers in both the field test and the pilot MUST be evaluated on the older, previously adopted and approved summative forms. No new summative form has been approved by any of the parties**. Discussion at the leadership level of LEA and LPS has continued throughout the summer and will continue this fall to develop a summative document for piloting if there is time to do so. LEA and LPS are also looking into **potential state-wide teacher appraisal requirements**. Even if a pilot summative form is developed, teachers in this year's pilot **MUST** still be appraised utilizing the NE Dept of Ed approved summative form already in existence and that is the only form that will be allowed to be placed in a teacher's file for the 2010-2011 school year. LEA also participated in a three-day training along with LPS administrators and teachers this summer on the pilot appraisal process.
- LEA officials, Board members, and members had their first informal meeting with the new superintendent, Dr. Steve Joel.
- The LEA UniServ Director met with a number of members and LPS HR representatives to deal with appraisal issues, job performance expectations, and Risk Management/health issues for members.
- FR Training was conducted on August 11th. The Member Rights presentation focus was on personal and professional behavior that can cause problems for members and their employment. A follow-up, more detailed inservice for **probationary teacher members** will be offered soon by LEA. Watch for details.

Important Dates:

- August 10** Deadline for new employees and employees *returning from full-time unpaid leave* to request an advance in pay up to \$1,000.
- July 26-August 13** Deadline for current employees to make changes to their online enrollment for the year (initial choices were made last spring by employees)
- August 31** Deadline for **new** employees to enroll in group health insurance programs to get **September 1 coverage**.
- Sept 3** Contact the LEA Office if you have had a change in status in your employment for purposes of payroll dues deduction. (.50 FTE and below part time/.51 FTE and above full time)
- Sept 10** Deadline for **new** employees to enroll in group health insurance programs which guarantees **coverage on Oct 1**.
- 20th Student Day (Sept 15)** Last day teachers can be notified of an extra-standard assignment.
- Sept 30** Deadline for changing to Option B leave.
- Sept 30** Deadline for individuals to select their annual leave option (current hires may only switch from Option A to Option B; they cannot switch from Option B to Option A).

Please get any questions to Dan Studer, LEA UniServ Director, at LEA via e-mail at: dan.studer@nsea.org.

Bumper Sticker of the Month:
“Stress is when you wake up screaming and you realize you weren't asleep.”

