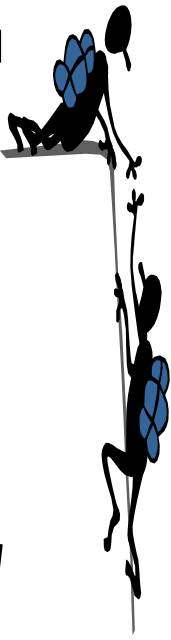


The LEA Insider



From November 3, to November 26, 2008, the LEA Member Rights UniServ Director provided the following services to members (in no priority order):

- Met with members of a school staff regarding teaming, their rights and responsibilities, and the *Professional Agreement*
- Advised a member re: a complaint filed with the Department of Education and secured the member legal services from NSEA
- Represented a member in a meeting with their principal re: an observation summary and the status of their Notice of Professional Concern (NPC)
- Represented a member at two meetings with their principal and LPS consultants
- Represented a member at a series of meetings at LPS HR re: a written reprimand
- Represented a member with their principal and LPS HR re: return to work following medical leave
- Clarified with the District the responsibility of custodians to move school materials and supplies for teachers
- Represented a member at a meeting with LPS HR re: a discrimination complaint
- Advised a member re: their plan time and being asked to mentor students
- Represented a member at a meeting with their principal and LPS HR re: their current status on an NPC
- Advised a number of members re: leave of absence issues, PLC's, & FLEX time issues
- Advised a member re: having to meet with their principal and/or parents
- Met with and advised a member re: their summative appraisal and steps following the conclusion of their NPC
- Advised a member re: health concerns and return to work issues
- Advised a member re: being put on an NPC
- Advised a number of members re: IEP meetings and responsibilities
- Advised a number of members re: salary placement and payroll issues
- Met with NEA Intern re: Member Rights issues on an on-going basis
- Met with LEA-PAC (Political Action Committee) Co-Chairs to plan a December Board meeting
- Logged **73** *confidential phone calls* with members and potential members
- Had **11** *confidential one-on-one* meetings with members

Did You Read in the LEAdvocate:

- **Flex Time, Appraisal Rubrics, and LPS Use of Social Security Numbers?**
http://lincolneducationassociation.org/files/Advocate_3_2008-09B.pdf
- **LPS Risk Management Tape Recording Teachers?**
http://lincolneducationassociation.org/files/Advocate_5_2008-09.pdf
- **The LPS Seniority and Assignment List and Why You Need to Check It?**
http://lincolneducationassociation.org/files/Advocate_6_2008-09_B_.pdf

Important Dates:

November 1 – Jan 5, 2009 Window of time during which the LPS Seniority List and the LPS Assignment List placement may be challenged using, if necessary, the LEA-LPS Grievance Procedure.

Bumper Sticker of the Month: “I thought I was indecisive; now I'm not so sure.”