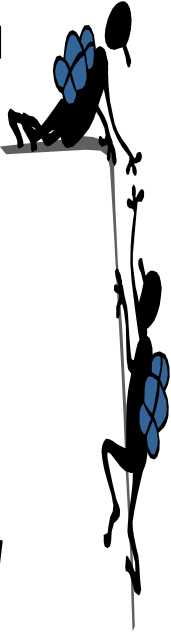


The LEA Insider



From December 1, to December 18, 2008, the LEA Member Rights UniServ Director provided the following services to members (in no priority order):

- Met with and advised a member re: potential future change in assignment
- Met with and advised a member re: expectations set by their supervisor
- Met with and represented a member with LPS HR re: future employment
- Met with and represented a member with LPS HR re: medical return to work and job performance concerns
- Advised a member re: disability insurance and leave
- Met with and advised a member re: directives given to them in writing from their supervisor
- Met with and represented a member in a meeting with their principal re: Notice of Professional Concern [(NPC); successfully resolved] and Appraisal observation
- Clarified with the District on behalf of a member re: concerns about observations being made in the classroom
- Met with and represented a member in a meeting with their principal and coordinator re: NPC and future plans to address concerns expressed
- Advised a member re: an observation summary made by their appraiser
- Met and advised a member re: concerns about their appraiser
- Met with and advised a member re: directives from their supervisor and job performance concerns
- Met with and represented a member with their principal and LPS Risk Management re: work accommodations due to disability and job performance concerns as stated in an NPC
- Advised a member re: donated leave and LEA-Foundation Catastrophic grants
- Met with and represented a member with their principal re: concerns
- Advised a member re: difficulties with a student and e-mail from the member's administration
- Met with LEA-PAC (Political Action Committee) as staff liaison and performed duties as such
- Logged **40 confidential phone calls** with members and potential members
- Had **14 confidential one-on-one** meetings with members

Teacher Work Day—January 20, 2009:

Tuesday January 20th is a **"Professional Duty" teacher work day** at all levels. According to the LEA/LPS *Professional Agreement*, 5-4, "During professional duty days, certificated employees will be on duty working in buildings or engaged in professional duties **at their discretion**" [editorial emphasis]. **NO mandatory** meetings can be called for teachers to attend on 1/20/09. Any meeting offered by administrators or peers for 1/20 **MUST be voluntary** and if any of the information at the voluntary meeting is essential to the teacher in order to perform their duties, the information must also be made available to staff at another time other than on the professional duty day.

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. After this date, both lists are final for the school year.

Bumper Sticker of the Month: "Never knock on Death's door. Ring the bell and run. He hates that."