

IMPORTANT END OF YEAR INFORMATION. PLEASE READ!!!!

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JUNE 4TH: LAST TEACHER CONTRACT WORK DAY

- ✓ **NO required meetings** are to be held this day at the building or district level. Members have the entire day to work “at their discretion” (5-4 of the *Professional Agreement*, “Certificated Staff Duty Days”).
- ✓ This is the **deadline** for certificated employees to make purchases with their \$225 enhancement funds for the school year. [The deadline to turn in those receipts is **June 15.**]
- ✓ **Secondary grades** are due in the school office by **4:00 p.m.**

OTHER IMPORTANT DATES:

- ✓ **June 7** appears on the Teacher Calendar as a Compensatory Day. This day is on the calendar (1) to account for staff having worked seven hours of Building FLEX, (2) is NOT a day staff report for duty, and (3) is reported to the state as a contractual day to account for the paid day of FLEX time.
- ✓ **July 15** is the deadline for notifying LPS if you are electing to have accelerated payment of your pay in the summer for the **2010-2011** school year. If you have elected to receive all of your summer pay in advance in the past, you do NOT have to contact the district for advance pay next summer. Your previous request will remain in place. **If** you want to revoke your request for accelerated payment in the summer, you must make that request for the 2010-2011 school year by this same deadline.

SUMMER INSERVICE INCLUDING PINNACLE TRAINING IN AUGUST

- ✓ Members are required to take seven hours of District and seven hours of Building FLEX time for the 2010-2011 school year. (Additionally, 3.5 hours of Building staff development and 3.5 hours of District staff development will be scheduled August 11th for Elementary and August 11th/16th for Secondary staff before students report.)
- ✓ FLEX offerings **required** by curriculum consultants for District FLEX must be honored by certificated staff and (1) a list of required sessions must be available to all staff for the 2010-2011 school year *before the end of school* and (2) the requirements for these District FLEX sessions cannot exceed seven hours for the 2010-2011 school year.
- ✓ IF members **choose** to take **sessions that are not required** by their curricular consultant **and** their curriculum consultant requires seven hours of inservice, then the additional sessions an individual attends will NOT count as a part of meeting the seven hour District FLEX requirement. **Members are strongly encouraged to plan accordingly!**
- ✓ Individuals who serve more than one curricular area do NOT have to attend more than seven hours of District FLEX and are NOT to have to engage in a tug-of-war between consultants as to which sessions the individual must attend. Consultants need to be made aware of any such conflicts for individuals and the consultants are to work out an agreement between them as to what the individual must attend for their seven hours of FLEX and so notify the impacted member.
- ✓ Members can NOT be directed to take more than seven hours of required District inservice. **FLEX time must be offered for mandatory training/inservice.** FLEX time IS considered contract time (up to seven hours for District and up to seven hours for Building).

- ✓ **Members MUST be granted Building or District FLEX time for the Pinnacle grade book inservice scheduled for August 2, 3, or 4.** Members can NOT be required to attend this inservice if they are NOT being granted FLEX time for their attendance. If a building (or the District) is NOT providing FLEX time for the Pinnacle training in August, then training sessions **MUST** be set up during contract time during the 2010-2011 school year. “Staff development which shall be mandated as a requirement for Lincoln Public Schools certificated employees shall be offered during the contract day...” (Article 5-7f of the LEA-LPS *Professional Agreement*).
- ✓ **The above REQUIREMENT of FLEX time during the summer or training during contract time also pertains to individuals being required to attend BIST training.**
- ✓ Members are always free to voluntarily attend as much inservice as they wish. If District or Building administrators state that attending any inservice is “highly encouraged” or words to that effect, members need to understand exactly what they are being told. **Members are encouraged to get a specific answer to the question: “Am I being directed to attend this inservice? Is my attendance required?”** If yes, the inservice **MUST** fit within the contract/FLEX time guidelines addressed above. If attendance at the inservice is simply being encouraged, that means attendance is **VOLUNTARY**, and individuals must make their own decisions regarding attendance, accordingly.

From April 1, to April 30, 2010, the LEA Member Rights UniServ Director provided the following services to members (in no priority order):

- Advised a number of members re: prearranging absences
- Advised a number of staff members re: having input on building budget decisions. **Article 5-13 “Staffing Resources” in the *Professional Agreement* reads, “All employees shall have the opportunity to contribute to decisions regarding the utilization of staffing resources within their building as allocated” [editorial emphasis].**
- Advised members re: report card due date changes at their sites
- Advised a number of members re: leaves from the District for a variety of reasons
- Advised a number of members re: written responses to appraisals
- Advised and worked with the District on behalf of members re: non renewal of contracts
- Advised a number of members re: being placed on Notice of Performance Concern by their building administrators and represented members in meetings with their appraisers in regards to NPC’s
- Advised a member re: concerns expressed to them by their building administrator
- Assisted members in voicing concerns to LPS HR re: issues at their site
- Advised and assisted a member re: their contractual status
- Advised a former member re: NEA and NSEA policy re: representation and legal assistance
- Advised and represented a member in a meeting with a building supervisor
- Assisted a member re: resignation from LPS
- Advised a member re: contacting the Nebraska Retirement System
- Met with the staff at LEA, District HR staff, the LEA-LPS Negotiations Team, the LEA Board of Directors, attended Capitol District Pre-Delegate Assembly Caucus, and presented at FR Council.
- Logged **41 confidential phone calls** with members and potential members.
- Had **15 confidential one-on-one** meetings with members.

Bumper Sticker of the Month: “My dog can lick anyone!”

