



From October 1, to October 22, 2010, the LEA Member Rights UniServ Director Dan Studer provided the following services to members (in no priority order):

- Advised a member on Notice of Performance Concern (NPC) 1.
- Represented a member in a meeting with their site and district supervisor.
- Coordinated NSEA assistance for a former member.
- Advised a number of members re: written reprimands.
- Advised a number of members re: leave of absences from LPS.
- Advised and represented a member at the District level in a meeting regarding job performance.
- Advised and represented a member in a meeting with Risk Management and Human Resources regarding a leave of absence.
- Conducted a 3-hour Member Rights Workshop for probationary teachers on Saturday, September 9th. This workshop will be repeated in February. Probationary teacher members who attended found the content helpful. **Probationary teachers: please watch for future details of the repeat workshop!**
- Advised members on TAS (numerous questions and concerns), FLEX time, working with their principals, and tenure.
- Sought advice from NSEA re: legal issue affecting LEA members.
- Met with LEA staff and LPS Human Resources representatives re: appraisal pilot and draft of a possible new appraisal handbook.
- Presented at FR Council re: *Best Practices of Student Discipline Handbook*.
- Logged **38 confidential phone calls** with members.
- Had **4 confidential one-on-one** meetings with members.

Important Dates:

Nov 1-Jan 3 Window of time during which Seniority **and** Assignment List placement may be challenged and errors corrected using the Grievance Procedure outlined in the *LEA-LPS Professional Agreement*. **Watch for the up-coming LEA Advocate regarding the importance of checking and verifying this list!!!**

Nov 3; 4:00 p.m. Deadline for **Secondary** Teachers to submit 1st quarter student grades

Nov 3; 4:00 p.m. LEA/LPS Extra Standard Review for Drama sponsors

Nov 3; 4:30 p.m. LEA/LPS Extra Standard Review for One-Act Play sponsors

Nov 5; 4:00 p.m. Deadline for **Elementary** Teachers to submit 1st quarter student grades

Nov 17; 4:00 p.m. LEA/LPS Extra Standard Review for FBLA sponsors

Nov 17; 4:30 p.m. LEA/LPS Extra Standard Review for FCCLA sponsors

PLEASE NOTE: IT IS IMPORTANT FOR SPONSORS TO ATTEND THESE REVIEW SESSIONS! YOUR EXTRA STANDARD STIPEND DEPENDS UPON YOUR ATTENDANCE AND PARTICIPATION! LEA/LPS Extra Standard Reviews are held at the LEA Office, 4920 Normal Blvd.

Important EHA/BC/BS Health Care Information

The October 2010 *Educators Health Alliance Newsletter* contains the following: "With the enactment of the Patient Protection & Affordable Care Act (PPACA) on March 23, 2010, certain changes have been made in regards to dependent's eligibility for health insurance whom are between the ages of 19 & 26 and covered under the EHA plan. Effective immediately, if you have a child currently on the plan that is between the ages of 19 & 24, they may stay on the plan as your dependent, until their 26th birthday. EHA's partner, BCBSNE, will no longer request student verification for any eligible dependents between these ages. For example, if your child is out of state, married, or no longer a full-time student, they will be able to stay on the plan until their 26th birthday. If you have a dependent between the ages of 19 & 26, who is not currently on the plan, they will be eligible to come back as a dependent under your coverage September 1, 2011. This is when the EHA plan must comply with all requirements set by the new law. If you have any further questions, please contact BCBSNE Customer Service at 1-877-721-2583 or Kurt Genrich, EHA Plan Advocate w 1-866-465-1342 Toll-free (w) 402-217-2042 (Cell w) kurt@ehaplan.org"

This Month's Bumper Sticker: "Above all else, sky."