

# The LEA Insider



**From August 3, to September 30, 2009, the LEA Member Rights UniServ Director provided the following services to members (in no priority order):**

- Advised a member regarding a Notice of Professional Concern received from their supervisor.
- Represented and accompanied a member at an LPS Human Resources meeting re: member's file.
- Logged and advised *numerous* members from *multiple sites* regarding concerns about plan time erosion due to PLC activity, training, staff development, team meetings, etc. This led to the development of the September "It Ain't Necessarily So!" presentation at FR Council and a follow-up article to members in the third issue of the *LEAdvocate*. Work to assist members in this area will continue.
- Clarified with the District on behalf of two members from two different sites that individuals **will** receive mileage as per the contract when traveling to two assignment sites in the same day, **contrary** to what the members had been told.
- Advised a member re: leave for medical reasons.
- Accompanied and represented a member at an LPS Risk Management Health Care Response Team meeting.
- Advised a number of members re: their rights, responsibilities, and concerns about having to report "flu-like symptoms" to the District. Met with the LEA leadership and

District representatives to address concerns surrounding this issue. This, along with the concerns expressed by members and the findings of NSEA legal research became the basis for this year's second issue of the *LEAdvocate*.

- Advised a member re: responding to inquiries from administrators regarding a *personal* situation in the member's life.
- Advised FR's at a site re: the Best Practices of Student Discipline and teacher rights and responsibilities as outlined in the document—a document which, if not followed by site administrators can be the foundation for a grievance since the handbook is a jointly approved document by LEA and LPS.
- Advised a member re: their current status of medical leave.
- Addressed the joint LEA-LPS Appraisal Committee re: this year's field test and issues that arose at the Committee meeting.
- Advised members regarding an on-going issue of concern to them and have secured NSEA legal counsel regarding their concern.
- Have been advising a member re: their appraisals and the NPC and Intensive Assistance process.
- Advised a member re: dealing with concerns having to do with the LPS central office.
- Advised a number of part-time teachers re: concerns about performing full-time staff development, PLC, and staff meeting responsibilities.
- Advised a number of members re: annual and accumulated leave concerns.
- Advised a member that **contrary to what they were told by their school secretary**, the member does **not** have to take a half-day or full-day of leave. **The contract is clear: leave is available to members in one-hour increments.**
- Advised a number of members re: FLEX time. Members owe the district 7 hours of district FLEX and 7 hours of building FLEX to earn their two additional days of compensation. **Building requests for more than the 7 hrs. of FLEX to earn the FLEX comp day is beyond the confines of the contract.**
- Advised a member re: on-going difficulties with their principal.
- Advised members re: process to obtain donated leave.
- Addressed to a district official on behalf of members that **social security numbers** are still being printed on some extra standard reports sent to members at their sites and that use of social security numbers in such a fashion where they can be seen by numerous individuals is inappropriate and has been taken repeatedly to the District. The District official investigated the situation and said the social security numbers will be removed from these documents in the future.
- Advised and clarified for a member that **contrary to what they had been told by both an LPS and BC/BS representative**, a certificated employee's health insurance coverage does **not** end upon their retirement date, but the insurance coverage continues until the end of August of that year of retirement. Also have secured the assistance of Kurt Genrich, EHA Advocate (hired by NSEA), to assist on an EHA BC/BS issue faced by the member and potentially others.
- Met with numerous LEA members at a site to listen to and discuss their concerns about a variety of concerns including clarifying for members that according to the contract "**mandated**" staff development "**shall be offered during the contract day**" (Article 5-7e).

- Continued work with LPS officials which started last spring re: surplus and assignment listings on the annual LPS Seniority and Assignment lists. These lists are of great importance to members when and if there is a need for surplus at their site in any given area. Work with the District on this issue will result in a new list of "specialty" areas to be approved by the LEA-LPS Professional Committee (ProCom) and a Memorandum of Understanding re: surplussing of part-time vs. full time members has been agreed upon by LEA and LPS.
- Clarified with the District that (1) when a person is absent on a PLC day and they use Option B leave, if they fail to report that their absence is due to an illness (or other excusable reason), the person will be docked pay only for the PLC time missed. (2) That since the inception of PLC's, missing a PLC for a **routine** doctor or dental appointment is not excused by reason of declaring sick leave. If the individual is working with a specialist and has had to make an appointment far in advance and that ended up being a PLC day, the individual should contact Nancy Biggs about the need to be excused for the PLC without being docked. Needless to say, emergency appointments to a doctor or dentist would fall under the legitimate use of sick leave to be excused for the PLC time.
- Met with a member to advise them re: the NPC process and will represent them at a meeting with their administrator.
- Addressed to the District concerns expressed by members in two different buildings at different levels about how they were approached by their principals to contribute to the United Way campaign this year. Members report feeling humiliated, bullied, and harassed. LPS officials agreed the message that was given to these staff members was "the wrong message." Since members and FR's at the building would not allow LEA to share the name of the buildings, LPS officials said there was little they could do to directly intervene.
- Logged **131 confidential phone calls** with members and potential members.
- Had **6 confidential one-on-one** meetings with members.
- E-mails received and responded to: 1,926 (well, not really. Just wanted to see if you were still reading this report. But it has seemed like 1,926 e-mails! E-mails, being so numerous, are not tallied.)

## Elementary Plan Day—October 12, 2009:

**Monday, October 12, 2009**, is an "Elementary Plan Day." According to the LEA/LPS *Professional Agreement*, 5-16 A 3., "The School District shall provide four (4) calendar days of planning time for elementary certificated employees within the student calendar and **independent of** the other staff development, compensatory and non-contract days. These days shall be allocated one per quarter for each certificated employee as **individual planning time**" [editorial emphasis added]. **NO mandatory meetings of any kind** (barring emergencies) can be called for elementary teachers to attend on 10/12/09. **Any** meeting offered by administrators **or** peers for 10/12 **MUST be voluntary**. If any of the information at the voluntary meeting is essential to the teacher in order to perform their duties, the information must be also made available to staff at another time other than on the plan day.

## Important Dates—LEA/LPS Extra Standard Committee:

LEA members who have an extra standard assignment have the IMPORTANT opportunity to address their duties, responsibilities, and compensation every three years. If coaches and sponsors have been faced with new demands, it is imperative that they bring these mandates to the Committee's attention to try to get their compensation adjusted. Also, when sponsors do NOT attend the review of their extra standard assignment, they run the risk of having others who are not necessarily sponsors report later to the Committee what sponsors are doing. That information may not be as valuable or as accurate as what sponsors can give, and sponsors **have had** their extra standard stipends **reduced** when no sponsors have appeared before the Committee to review their job description. **LEA strongly urges sponsors to attend Extra Standard Committee reviews of their pertinent job descriptions even if there have been no changes in the job description!**

This month's reviews include:

**October 14: Elementary Vocal Music 4:00**  
**High School Student Council 4:30**

Next month's reviews include:

} **Meetings are held at the LEA Office/4920 Normal Blvd.**

**November 4: High School Cross Country 4:00**  
**Elementary Outdoor Education 4:30**

**November 18: Middle School Drama 4:00**  
**High School Track & Field 4:30**