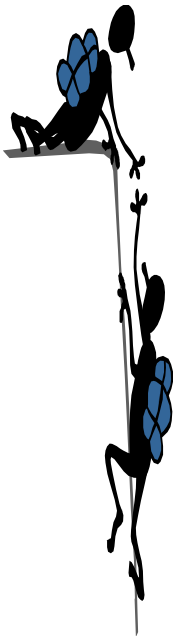


Mid-August 2008

The LEA Insider



From May 1 to August 7, 2008, the LEA Member Rights UniServ Director provided the following services to members (in no priority order):

- Assisted multiple members re: parental complaints
- Assisted a member and dealt with Human Resources re: teacher assignment
- Assisted a member and met with them and their principal and colleagues re: conflicts within their team
- Assisted a member and met with them and their principal re: job performance issues and concerns surrounding a Notice of Performance Concerns (NPC)
- Assisted multiple members and met with them and their principals re: job performance concerns and/or the members' summative appraisals
- Assisted a member and met with them and their appraiser re: job targets to improve job performance concerns
- Met with and/or advised multiple members re: appraisal concerns and preparing formal responses to their appraisals
- Advised a member re: resignation for not having met their tenure requirements to continue employment with LPS
- Assisted a member and met with their supervisor and Human Resources re: an NPC and change of assignment
- Assisted a member re: leave and disability issues
- Assisted and advised multiple members re: Worker's Compensation issues
- Assisted a member re: an "accidental termination" by LPS
- Assisted a member and worked with LPS officials re: workshop pay for training
- Assisted a member and met with them and Risk Management re: health concerns
- Advised a member re: concerns with a student that has been raised by the administration
- Assisted and advised multiple members re: allegations made by students
- Advised a team of specialists re: plan time issues and took the issue to Human Resources
- Assisted multiple members re: voluntary transfers
- Advised staff via FR re: extra standard assignments and PLC issues
- Met and advised member re: allegations made against them by the District; met with the member and Human Resources personnel; secured legal representation for member from NSEA Legal Staff
- Assisted a group of specialists re: extended contracts and worked with Human Resources to gain clarification and protections for the members
- Assisted a member re: donated leave
- Advised a member re: job description and expectations being amended by their principal
- Advised a member re: job performance concerns raised by principal; met with the member and Human Resources, facilitated a change of assignment for the member for 2008-2009
- Advised and met with a member re: their FTE status
- Met and advised a member re: on-going performance concerns; met with their supervisors and later Human Resources; assisted member through resignation process at their request
- Advised a member re: retirement accounts
- Advised an ESP member re: potential termination
- Advised a member re: references
- Assisted a member re: payments to the Credit Union for just retired individuals and contacted LPS to get the situation rectified which it was
- Advised a member re: civic leave for 2008-2009
- Advised member re: reporting citation to LPS
- Advised a member re: utilization of Family Leave Medical Act and Disability for 2008-2009
- Advised a member: re adoption leave
- Advised a member as per their FTE and assignment for 2008-2009 and took the issue to LPS
- Met with and advised a member re: leave, pay deducts, and FTE from end of 2007-2008 school year and return to full-time status for 2008-2009 and took the issue to LPS
- Consulted and discussed with LEA Executive Director and LEA President re: issues that need to be taken to the Superintendent and Dr. Biggs
- Attended monthly NSEA UniServ meetings and a day-long training in July
- Logged **194 confidential phone calls** with members and potential members
- Had **28 confidential one-on-one** meetings with members

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- Presented in June and August to FR's and BMC's: "MAKING SENSE OUT OF THE CONTRACT AND PERSONNEL HANDBOOK"
- Prepared in August for FR Workshop: "A MEMBER'S CRT TO THE LEA-LPS 'BEST PRACTICES' OF STUDENT DISCIPLINE HANDBOOK"

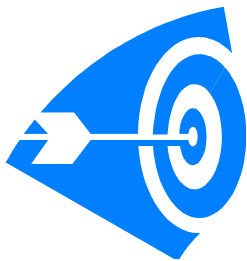
Important Dates:

August 31	Deadline for new employees to enroll in group health insurance programs and get September 1 coverage.
Sept 3 – Sept 19	Online Enrollment for current employees for all insurance benefits (New employees have 30 days)
Sept 3, 8, 10, 15, 17 Sept 5	Online Benefits Enrollment Help Sessions offered at the District Office, 4-6 p.m. Contact the LEA Office if you have had a change in status in your employment for purposes of payroll dues deduction. (.50 FTE and below are considered part time and .51 FTE and above are considered full time)
Sept 11	Deadline for new employees to enroll in group health insurance programs which guarantees coverage on Oct 1.
20th Student Day (Sept 17)	Last day teacher can be notified of an extra-standard assignment.
Sept 19	Deadline for current staff to enroll in any of the insurance plans to start Oct. 1 including health, dental & vision insurance.
Sept 19	Deadline to enroll in Flexible Benefits Plan (medical reimbursement and daycare expenses) for plan year Oct 1 through September 30.
Sept 19	Deadline to cancel any fringe benefit program effective September 30.
Sept 30	Deadline for changing to Option B leave.
Sept 30	Deadline for individuals to select leave option.

THIS IS A COMPLIMENTARY ISSUE OF *THE LEA INSIDER* FOR ALL CERTIFICATED STAFF. LEA MEMBERS WILL CONTINUE TO RECEIVE *THE LEA INSIDER* ON A MONTHLY BASIS. IF YOU AREN'T ALREADY A MEMBER, PLEASE CONSIDER JOINING LEA AND BE BETTER INFORMED, BETTER PROTECTED, AND ALLOW YOUR VOICE TO BE HEARD!

**You may join the LEA/NSEA/NEA by:
contacting Teresa Greve at teresa.greve@nsea.org
or**

**by going on-line to the LEA web site at:
<http://www.lincolneducationassociation.org/JoinLEA.html>**



Visit the LEA Member Rights portion of the LEA web at:

<http://lincolneducationassociation.org/MemberRights.html>

where you can:

- ❖ **access the *LEA/LPS Professional Agreement***
- ❖ **learn the ins and outs and the do's and don'ts of Worker's Compensation**
- ❖ **discover tips should the police or law officials ever contact you**
- ❖ **access your NSEA Legal Assistance policy**
- ❖ **access the Nebraska Code of Ethics for Educators**
- ❖ **access your rights regarding maternity/paternity leave**