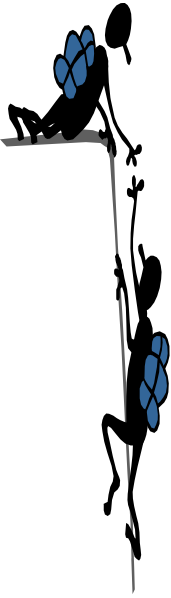


August 2011

# The LEA Insider



*The LEA Insider* is your **monthly** guide to information about what is happening around the district from UniServ Director Dan Studer. It includes information about member concerns (without betraying the confidentiality of any member) upon which the Association is acting, important dates for members to be aware, and other information that can be crucial to members in order to meet their responsibilities as a professional and/or avoid problems with their employment.

**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 Taina Radenslaben at [taina.radenslaben@nsea.org](mailto:taina.radenslaben@nsea.org) or by going on-line to the LEA web site at:

<http://www.lincolneducationassociation.org/JoinLEA.html>

## LEA and Member Rights Files

LEA receives concerns, questions, and comments from members on a daily basis via phone calls and e-mails. When the concern involves a potential member rights case, LEA opens an informal file for that member to collect documentation to help protect that member's rights. Should the situation warrant, a formal file is also opened at NSEA to assist with legal services when and if such services become necessary. **All files at LEA and NSEA are kept strictly confidential.**

### What Kind of Files and How Many Did LEA UniServ Director Dan Studer and Executive Director Jim Rea Open Last Year and Why?

Seventy-two formal and informal files were opened during the 2010-2011 school year. Formal files are for those cases that have reached a level of concern where there either has been or will be some sort of formal action taken by the District regarding the member's employment.

Nine formal files were sent to NSEA for legal services having to do with cancellation or termination notices given to members by LPS.

Of the remaining files:

- ✓ 21 were in regards to appraisal and/or NPC issues
  - ✓ 18 were in regards to job performance issues and/or reprimands
  - ✓ 8 were in regards to health issues
  - ✓ 12 were in regards to relationships with administrators
  - ✓ 3 were in regards to parental and/or student complaints
  - ✓ 3 involved other miscellaneous topics (computer use, surplus, duty-free lunch)
- [Note that some files fall into more than one category.]

If Dan and Jim are confident that the issue or concern has been properly resolved, the file at LEA is closed (NSEA is responsible for closing member rights files having to do with legal assistance). Informal files can always be re-opened on an as-needed basis. Files representing unresolved or continuing concerns are left open until the situation has been satisfactorily resolved.

**Contacting LEA**

The LEA staff strongly urges members who wish to communicate to the LEA staff in regards to anything of a sensitive or confidential nature, that they do so using a private e-mail account and not through their LPS e-mail account. Information may also be faxed to LEA via 402-489-1221.

## Important Dates:

- August 3** Deadline for new employees and employees *returning from full-time unpaid leave* to request an advance in pay up to \$1,000 or prior to first paid day.
- August 8-24** Deadline for current employees to make changes to their online enrollment for the year.
- August 31** Deadline for **new** employees to enroll in group health insurance programs to get **September 1 coverage**.
- Sept 5** **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 part time/.51 FTE and above full time) to get proper dues withdrawn for the new pay period starting the end of September.**
- Sept 7** Deadline for **new** employees to enroll in group health insurance programs which guarantees **coverage on Oct 1**.
- 20th Student Day (Sept 13)** Last day teachers can be notified of an extra-standard assignment.
- Sept 30** Deadline for previously employed certificated employees to change from Option A to Option B leave.
- Sept 30** Deadline for new hires to select their annual leave option.

## Coming Soon: Q & A and Tips Regarding the New LPS Appraisal Process

As training is provided in buildings regarding the new LPS Appraisal process, there are bound to be questions and possibly concerns from members. Members are strongly urged to send their questions and concerns to LEA for answers and/or follow-up with the District as needed. In the meantime, LEA will also be communicating to members questions and concerns that have arisen that have been shared with the Association and answers to those questions and concerns will be communicated to members.

Please allow yourself adequate time to become familiar with the new process, but do not allow questions and concerns to occupy your time and thought without communicating them to LEA.

**PLEASE NOTE: By policy, LEA staff can take calls/e-mails from and advise only LEA members regarding any situation(s) that might arise.**

**Bumper Sticker of the Month: “Warning: Dates on calendar are closer than they appear.”**