

Lincoln Education Association
<http://www.lincolneducationassociation.org>

Approved

FR Council

November 17, 2011

Union Bank, 4732 Calvert Lower Level 4:15 p.m.

BUILDINGS NOT PRESENT: Cavett, Clinton, Culler, Dawes, Hill, Humann, Kooser, Lakeview, Lincoln Northeast, McPhee, Morley, Norwood Park, Park, Pershing, Riley, Rousseau, Saratoga, and Schoo.

“EARLY BIRD” DRAWING: Katie Chapin, Riley, won a \$25 gift card to HyVee, compliments of Candace Specht, Horace Mann Insurance. Carole Lefebber, Lincoln High, won a \$25 gift card to Indigo Books, compliments of First Nebraska Educators Credit Union.

CALL TO ORDER: President Jenni Absalon called the meeting to order at 4:15 p.m.

CHECK IN/CELEBRATIONS: Numerous celebrations were shared.

MEMBER BENEFITS UPDATE: Snookie Krumbiegel
Ms. Krumbiegel shared information on NEA Membership Benefits.

APPROVAL OF MINUTES: The October 20, 2011, FR Council minutes were approved as printed, with the understanding that the comments from the district will be shared later as they are answered.

FINANCIAL REPORT FOR OCTOBER: Jan Olmstead
The financial report for October was accepted as presented.

INFORMATION AND DISCUSSION:

- President’s Report
A copy of the President’s calendar for October/November was given to FR’s.
- Association Update—Jenni Absalon
 - Member Relations
 - Membership—To date, LEA is down 22 members. The LEA Executive Committee met with NSEA Executive Committee on November 14 and discussed membership issues. NSEA is down 400 members. FR’s were given a handout “By The Book with LEA” that can be used to help in the “Plus ONE” membership drive. This drive is encouraging each building to sign one new member.
 - Wellness—Jim and Jenni met with Michelle Welch, LPS Wellness Coordinator. Jenni announced that a benefactor gave \$500,000 to LPS for wellness.
 - Appraisal—The LEA leadership has made progress on the appraisal rubric for counselors. A revised rubric has been developed. Jenni emphasized that members should contact LEA if they have any questions about their appraisal.
 - Committees
 - Contact Teams: Jenni encouraged FR’s to join a School Board and/or Legislative Contact Team. In particular, Senator Ken Haar’s District 21 and Senator Kathy Campbell, District 25.
 - Communication
 - Seniority Listings—Jenni asked FR’s to stress to members to check their seniority list before the January 6th deadline.

- Surveys—Jenni stated that the LEA surveys sent to members do make an impact in many decisions and encouraged further input.
- Negotiations Survey—This survey will be coming out soon. It is very important that all members take time to complete this information because it will be very useful to the committee members.
- Publications—Jenni announced that links to surveys and other information are in the LEARN newsletter each week. She emphasized the retirement seminars are very informative and encouraged members to attend.
- Social Media—At the last LIBA meeting that Jenni and Jim attended an attorney spoke of the importance for businesses to have a policy about employees and social media. Jenni shared some of the attorney’s comments with FR’s.
- Community
 - Harvest of Books—Jenni reported that every 1st and 2nd grader received 1 book this year, which is down from last year when 2 books were given to every 1st and 2nd grader.
 - LPSDO Site—Jenni stressed to FR’s that the LEA survey sent to members on the LPSDO site was answered by 1,100 members. She shared the results of the survey at the LPS Board meeting. The majority of members stated that they preferred the “O” Street site.

“THE RIGHT STUFF” – Dan Studer, LEA UniServ Director

Dan presented information on leave, stressing when staff must pre-arrange and have permission and when they do not need to have permission.

EXECUTIVE DIRECTOR’S REPORT—Jim Rea, LEA Executive Director

Jim Rea, LEA Executive Director reported on the following:

Tracy Petitt from Kahoa reported how the staff utilized the membership promotion funds, the Retirement Committee will hear testimony on defined benefit plans on November 22, Senators Campbell, Haar, and Coash are up for reelection in 2012, while there is an open seat for Senator Fulton’s district, updated the FR’s on the November election results in Wisconsin and Ohio.

OLD BUSINESS: none

NEW BUSINESS: none

COMMENTS, CONCERNS, AND ANNOUNCEMENTS:

Individual Concern/Comment, Eastridge Elementary

LPS took all of our desktop computers out of our rooms and gave us a laptop. However, if anything breaks or goes wrong with it – it is OUR responsibility to fix it – not theirs. We are being told that we should buy our own insurance for them. I don’t want that cost or responsibility – but it seems as if it is required in order to get all the memos and messages from the district and school we work in.

I do not know of ANY other company that has that requirement of their employees that use the company laptops or computers! This seems a bit ridiculous that we have this burden. What can we do about it?

Also, in this day and age – to not have a computer in the classroom for children’s use is a bit archaic....It seems as if we have taken a step backwards in technology – not forward.

Response from LEA:

There is not a solution as of yet to the issues described above, but the LEA leadership and staff are definitely aware and advocating for our members as we deal with these situations.

We have had numerous discussions with the District as well as LPS School Board members about the computer use policies for teachers. The survey that was sent to members this month has an entire section on technology. We encourage members to strongly express their concerns through this survey. The more people who express their personal situation the more data we have to share and plan around. The school board has committees for personnel and technology and we are sharing these results and concerns with them. It is a negotiations year and technology is definitely a topic for the team. We have been researching possible solutions for consideration.

We also have discussed this with the District and technology department. See October's FR minutes for details about the technology. The LPS Strategic Plan also addresses the area of technology. We have addressed concerns in several LEA publications. We will continue to keep the membership updated and we want members to complete the surveys and contact the office about specific situations. If members do not have the technology in their classrooms needed to teach their curriculum it is suggested they first speak to their building leadership and curriculum specialists about possible solutions. Members should document all contacts, requests and specific information. LEA will continue to keep up to date on the situations and communicate concerns and solutions.

Waiting for District Answers

Group Concern/Comment, Pyrtle Elementary

Elementary school has a monthly Kid Talk, monthly PLC team meeting (in addition to the District PLC hour) and team weekly meetings. The Resource teacher must find time to meet with the team or teachers of students on their caseload during that team's plan time or before or after school. Teachers are concerned about their plan time hours being taken up with required meetings.

Group Concern/Comment, Prescott Elementary

Handicapped parking is the same as the bus turn around, so staff members and parents are asked to move. It is either a district issue or it is a city issue – someone needs held accountable.

Individual Concern/Comment,

With all the discussion of wellness champions, please remember every school has always had their own wellness champion, the licensed professional nurse. Your nurse continues to have the health and wellness interests of the students, staff and the school community.

DRAWING for ½ day of Guest Teaching: Paula Lambach, Southeast High School.

ADJOURNMENT: Jenni adjourned the meeting at 6:01 p.m.

Respectfully submitted,

Jan Olmstead

Jan Olmstead
Secretary-Treasurer