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## Your Professional Organization

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- ❖ LEA is committed to the **principles of high quality, affordable, and universal free public education for all children** and working collaboratively with the Lincoln Public Schools for the benefit of certificated employees, students, and the Lincoln community.
- ❖ The strength of our organization comes from **over 2,000 members of the LEA, the 28,000 members statewide, and the three million members nationwide.**
- ❖ The LEA and NSEA/NEA make member voices, the voice of public education, heard on issues that matter most to members, their students, and their profession.
- ❖ LEA is attuned to the professional lives of its members. Communications to members are made available on an on-going basis throughout the year via various newsletters and communiqués. Educational equity, opportunities for members, effective teaching practices, and excellence are valued by the organization. **LEA is committed to improving the profession by offering workshops, materials, benefits, etc. that meet the needs of the membership.**
  - ✓ LEA provides **opportunities for members' professional growth** by offering occasions to attend conferences and workshops on the national level as well as local workshops and Member Rights presentations to probationary teachers and annual workshops for Faculty Representatives.
  - ✓ The LEA Foundation offers chances for **continuing education scholarships, classroom grants, and catastrophic grants** to help members in need.
- ❖ LEA always has and will continue to make **enhancing compensation and benefits** a top priority. LEA works in collaboration with the District to ensure we attract and retain top educators.
  - ✓ LEA is forward-thinking when it comes to salary and benefits. Starting teacher salary in Lincoln is over \$40,000 compared to the state average of around \$31,000.

**Who will lead public education in the 21<sup>st</sup> Century? The politicians? The privateers? Or you? LEA, NSEA and NEA are committed to ensuring the future of public education with your voice being heard!**

# FACTS WORTH KNOWING AS AN LPS CERTIFICATED EMPLOYEE

These Are Just a Few Benefits Negotiated for Members by Your LEA

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## **Need Cash?**

New teachers may elect an early advance in pay up to \$1,500 to be paid by September 10th.

## **Need additional supplies for your classroom?**

Each full-time certificated employee is allotted funds each year to purchase additional equipment and/or supplies for the classroom. Part-time employees receive a pro-rated amount. The \$247 stipend will be paid to you no later than October 31 of each year.

## **Job requires you to travel to other buildings?**

Staff members who use their personal automobile to travel between multiple job sites on the same day are reimbursed for their mileage.

## **Got plan time?**

All teachers are provided with an average of 500 minutes of plan time per week. Teachers who lose plan time because of assigned duties or traveling between buildings must be financially compensated for lost plan time.

## **Need to miss school?**

Every new certificated employee is entitled to 11 paid days per year of "no questions asked" leave (with exceptions on certain dates).

## **Got lunch?**

State law provides that each teacher shall be given an uninterrupted lunch period of not less

than 30 minutes each school day and no teacher shall be assigned teaching, supervisory or other duties during that lunch period. The contract further enforces this provision for teachers.

## **Want rewards for professional development?**

Credit for college graduate courses earned after your degree and staff development courses taken while employed by LPS are acceptable for advancement on the salary schedule. Any combination of eighteen acceptable graduate/staff development hours will allow you to move a horizontal step on the salary schedule at any time during the school year.

## **Want a tax break?**

LPS employees are eligible for enrollment in a 125 Plan that allows employees to pay for certain medical and dependent care expenses with pre-tax dollars.

## **Concerned about being evaluated?**

LEA participates in the creation and approval of all appraisal instruments for teachers and has built teacher rights into the process.

## **SEAN still has value!**

If you're a first-year teacher who belonged to your Student Education Association during your college years, you're eligible for a discount on your professional dues from NEA and NSEA.

*Each LPS Building has an LEA Faculty Representative (FR) available to assist members.*

## **Contact the LEA**

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