



An Investment in Your Profession

The Lincoln Education Association shall advance public education and empower education employees to ensure quality public education for all students; defend and expand the rights and interests of public education employees; and advocate human, civil, and economic rights for all persons.



Job Security & Employment Protection

LEA works to preserve public education and to help teachers teach:

- ❖ Deb Rasmussen, President; Mandy Faripour, UniServ Director; and Todd Tystad, UniServ Director, visit school buildings to listen to your concerns, answer your questions, and help find meaningful & effective solutions to challenges you might face in your day-to-day work
- ❖ LEA staff have established working relationships with building principals and District Administrators, allowing us to help you problem solve in a professional way and to make certain your contract rights are protected.
- ❖ LEA assists dozens of members each year in resolving job performance concerns or allegations of misconduct that threaten their job security.
- ❖ LEA assists members who may face surplus or reduction-in-force situations.
- ❖ LEA assists about 700 members a year in resolving concerns, complaints or grievances related to salary, benefits and working conditions that arise under the Professional Agreement, school district policy, administrative directives and practices, or state and federal law.
- ❖ LEA assists countless members with answers to questions about their employment rights and responsibilities and everyday concerns—by email, phone, or in-person 1:1 confidential meetings.



Working Conditions

LEA works to ensure that members have a living wage.

- ❖ LEA is the exclusive bargaining agent for all LPS certificated teachers.
- ❖ LEA is committed to the joint LEA-LPS Professional Committee (ProCom), a joint problem solving group that meets on a continuous basis throughout the school year, not just during negotiations.
- ❖ The Extra Standard Committee reviews extracurricular job descriptions to assure that all members who have coaching duties or who assume extracurricular positions receive compensation that is as fair and appropriate as possible.
- ❖ The Professional Enhancement Funds Committee awards dollars to teachers for special projects for their classrooms and buildings.



Impacting State & National Affiliates

NSEA, NEA, and LEA work at the state and national levels on issues that impact our classrooms. Our Association:

- ❖ sends approximately 45 delegates to the annual Nebraska State Education Association Delegate Assembly.
- ❖ sends approximately 14 delegates representing LEA and NSEA to the National Education Association Representative Assembly (NEA); around 7,000 delegates represent educators from the USA at this annual event.
- ❖ has active, involved representatives on the NSEA Board representing LEA interests.
- ❖ sends representatives to the National Council of Urban Education Associations (NCUEA) Conferences.
- ❖ is represented on the NEA Resolutions Committee.

Political Involvement

To advocate for *public education*. . .

- ❖ LEA joins with NSEA, LPS and other education groups to lobby at the Unicameral.
- ❖ The LEA Cyber-lobbyist program includes about 360 LEA members who electronically lobby Senators.
- ❖ The LEA Legislative and School Board Contact Teams consist of LEA volunteers who regularly meet and communicate with elected officials.
- ❖ LEA's efforts on behalf of political candidates are governed by LEA-PAC.
- ❖ LEA-PAC members voluntarily contribute to the political action fund.
- ❖ LEA-PAC is governed by bipartisan Board elected by contributing members.
- ❖ Note: Member dues dollars are never used for contributions to political candidates.

Member Benefits

In addition to protection of job and working conditions, LEA members enjoy a number of benefits because of their membership.

- ❖ The LEA Discount Card contains discounts with numerous Lincoln Businesses
- ❖ Free Informational Seminars and connections to information about:
 - Tax Sheltered Annuities
 - Estate Planning Basics
 - Student Loan Forgiveness
 - Mortgage Basics
 - Budgeting
 - Debt Reduction
- ❖ The joint LEA-LPS Professional Enhancement Fund Committee makes funds available to teachers of student teachers.
- ❖ Because of negotiations, a \$247 stipend is paid to certificated staff to buy materials for their classroom (in addition to the regular school ordering process) or for workshop expenses.
- ❖ LEA Foundation Scholarships and Grants are available:
 - ✓ Barbara Buckingham Patronsky Scholarship
 - ✓ Christa McAuliffe Scholarship
 - ✓ Certified Professional Grants
 - ✓ Catastrophic Assistance Grants
- ❖ Additional Scholarships and Grants are available:
 - ✓ NEA-National Foundation for the Improvement of Education (NFIE) grants (Elliott and Norwood Park have received awards).
 - ✓ National Council of Urban Education Association (NCUEA) grants
- ❖ Leadership Development: Members have a number of committees from which to choose to serve and/or leadership opportunities at the LEA, NSEA and NEA levels.

Members who take advantage of the many discounts and programs frequently find their annual dues dollars are being paid for by savings from the discounts and services they elect to receive.

 **Community Outreach**

- ❖ LEA sponsors the “Harvest of Books” which distributes over 7,000 books free to first and second grade students of public and private/parochial schools to take home.
- ❖ LEA maintains an excellent web site at www.lincolneducationassociation.org.
- ❖ LEA President Rita Bennett serves as spokesperson for the Association via radio & TV, LPS Board of Education, *Lincoln Journal Star*, *NSEA Voice*, and the LPS Foundation Board.

 **LEA Board of Directors**President

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