

The Tutorial Enterprise

An affiliate of NSEA and NEA

Volume 29, Issue 2

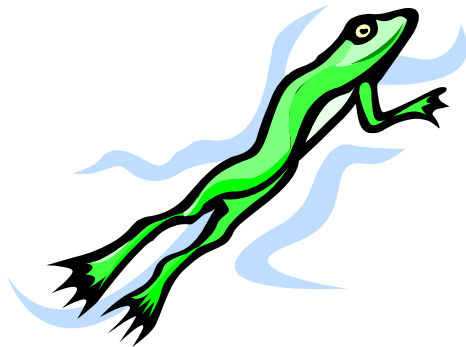
October 2007

LCEA Mini Grant Thank You

*Submitted by Tammy Roseberry, 1st grade teacher,
Cottonwood Elementary School*

Thank you LCEA for awarding me one of the 2007 Mini Grants. I used the mini grant funds to purchase six LeapFrog® LeapPads® and accompanying instructional books for my classroom. I am expecting to see an increase in student reading fluency after regular use of LeapPads®. I already see a benefit during center time when the students are engaged and working quietly with the LeapPads®!

I would also like to thank LCEA President Steve Fargan for visiting my class on March 2, 2007. My first grade students really enjoyed his reading of The Cat in The Hat by Dr. Seuss as part of NEA's Read Across America Day. Thanks to everyone at LCEA for supporting me in becoming the best teacher I can be.



Lyon County Education Association and Lyon County School District have Reached a Tentative Agreement

*(How we got there and the next steps in the process
of our Negotiated Agreement.)*

Submitted By Steve Fargan, LCEA President

On Wednesday, October 10, 2007 the Lyon County Education Association and the Lyon County School District have reached a tentative agreement.

How We Got There

This process began over a year ago when your negotiations team was assembled and met after the LCEA Executive Board meeting on September 21, 2006.

The members of the LCEA Negotiations team are: Noreen Albers; Randy Cahill, Chairperson; Steve Fargan; Val Friskey; Howard Jackson; Summer Kay; Eldawna Koch; Leanna Ogle; Charlene Neville; Dane McFall; Karen Pedersen

At the November 16, 2006 LCEA Executive Board meeting we discussed and passed around for editing purposes a draft of the negotiations survey to be given the membership later in the year.

At the January 17, 2007 LCEA Executive Board meeting the Negotiations Survey was distributed to each building site's Association Reps to gather input from our members.

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Lyon County Education Association
 www.lcea-nv.org

Uniserv Council of Nevada
 www.ucn-nv.org

Nevada State Education Association
 www.nsea-nv.org

National Education Association
 www.nea.org

**Next LCEA
 Meeting:
 Thurs., Nov. 15,
 4:15 p.m., SSHS**

**All are welcome to
 attend.**

The Lyon County Education Association newsletter is published monthly during the school year.

Newsletter submissions are due by the 10th of each month. Articles, questions, and comments can be directed to:

Summer Kay
 summerkay@sbcglobal.net

Your Right to Association Representation

Weingarten Rights (Right To Representation)

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Association representative be present at the meeting.”

If you have any work-related problems, follow these guidelines:

1. Do not resign or abandon your work location.
2. All communication with your Association is strictly confidential.
3. Document, in writing, the incident.
4. Keep any records that relate to the incident.
5. Representation is strongly advised.
6. Timeliness is important—don’t delay.
7. Use your contract as your guide.
8. Follow orders unless there is potential for personal injury—you can grieve the orders later.

Call your UniServ Director for help.

Below is an article from the Negotiated Agreement between the Lyon County School District and the Lyon County Education Association that relates to this.

7-1-4 A licensed employee is entitled to representation when meeting with administration on job related matters. Representation for the employee and the District shall be purposeful to the resolution of issues.
 APPROVED 1999

Our UniServ Director is Randy Cahill. Here is his contact information:

Phone: 800-232-6732 extension 3029
 Email: randy.cahill@nsea-nv.org



Lyon County Education Association and Lyon County School District have Reached a Tentative Agreement *Continued*

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In February of 2007 the negotiations team began the process of looking through all of the surveys filled out by our members.

We held negotiations team meetings on March 14, 2007, March 21, 2007, and April 16, 2007 in order to develop our initial proposals based on the results of our surveys.

We were well prepared and optimistic about beginning the bargaining process. Then on April 18, 2007 the meeting with the Lyon County School District was **postponed** until a later date. On May 3, 2007 we had our first meeting with the Lyon County School District. We established ground rules for negotiations.

On May 10, 2007 we held a negotiations team meeting.

The May 17, 2007 meeting was **cancelled** by the Lyon County School District.

On June 4, 2007 we held a negotiations team meeting.

The June 11, 2007 meeting was **cancelled** by the Lyon County School District.

On July 18, 2007 we held a meeting with the Lyon County School District. Official meeting number 1. We also held a negotiations team meeting.

The July 19, 2007 meeting was **cancelled** by the Lyon County School District. We held a negotiations team meeting.

On July 25, 2007 we held a meeting with the Lyon County School District. Official meeting number 2. We also held a negotiations team meeting.

On July 26, 2007 we held a meeting with the Lyon County School District. Official meeting number 3. We also held a negotiations team meeting.

On August 6, 2007 we held a meeting with the Lyon County School District. Official meeting number 4.

The August 7, 2007 meeting was **cancelled** by the Lyon County School District due to a scheduling conflict.

The August 21, 2007 meeting was **cancelled** by the Lyon County School District. We held a negotiations team meeting.

The August 23, 2007 meeting was **cancelled** by the Lyon County School District.

On September 5, 2007, after four official meetings, one postponement, and six cancellations, the Lyon County Education Association notified the Lyon County School District that the LCEA has declared the 2007-2008 negotiations to be at impasse. For more information on impasse please refer to the article by Randy Cahill on page three of the September LCEA Newsletter. The article is available on the LCEA website. Here is a direct link: <http://www.lceanv.org/September%202007%20LCEA%20Newsletter.pdf>

On September 18, 2007 we held the first post-impasse meeting with the Lyon County School District. Official meeting number 5.

On October 4, 2007 we held the second post-impasse meeting with the Lyon County School District. Official meeting number 6.

On October 10, 2007 we held the third post-impasse meeting with the Lyon County School District. Official meeting number 7. **After concluding this meeting we reached a tentative agreement.**

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Lyon County Education Association and Lyon County School District have Reached a Tentative Agreement *Continued*

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The Next Steps

The next steps in the process are signing off on the tentative agreement, ratification by the LCEA membership, approval of the negotiated agreement by the Lyon County School District Board of School Trustees, printing of the Negotiated Agreement, and updating the LCEA website with the new Negotiated Agreement.

On October 13, 2007, Steve Fargan, LCEA President and Karen Watson, LCSD Administrator, signed off on the changes in contract language.

On October 17, 2007, LCEA building site Association Reps shall receive ratification ballots along with a copy of negotiated agreement language changes.

Ratification ballots will be distributed on October 18, 2007. These ballots must be mailed and postmarked by October 29, 2007. After the results are counted, this information will be shared with Nat Lommori, LCSD Superintendent.

Approval of the Negotiated Agreement needs to be put on the agenda of the next available meeting of the Lyon County School District Board of School Trustees. (The earliest possible date is November 13, 2007.)

After ratification by our membership and approval by the school board, contract language needs to be proofread by the LCEA and the LCSD prior to printing the Negotiated Agreement. The new Negotiated Agreement will be also available on the LCEA website in two formats, .html and .pdf. Here is a direct link to the Negotiated Agreement page: <http://www.lcea-nv.org/na.html>

Changes in the negotiated agreement, including salary, shall be retroactive to the beginning of the school year.

If you have any further questions about the bargaining process or our Negotiated Agreement, please contact me, Steve Fargan, (home: 775-266-4499, cell: 775-790-2567, or email: lcea@lcea-nv.org) or contact a member of the LCEA negotiations team.

