LOUISIANA
ASSOCIATION
OF EDUCATORS

Great Public Schools for Every Child in Louisiana

LAE Mission Statement

The mission of the Louisiana Association of Educators is to organize and empower local associations to promote quality public schools, strengthen the education profession, and improve the well-being of members.

About the Louisiana Association of Educators

Louisiana educators need a unified voice working to advance the state's public school system - LAE is that voice. We help our members fulfill the promise of public education - to prepare every student to succeed in a diverse, interdependent world.

The core services of the association reflect the efforts to push for state policies that enhance student learning and work force quality. It's critical for educators to know and understand the way changing legislation affects their job. LAE works with the Louisiana Legislature, local boards of education, and the public, to maintain an effective and productive public school system.

The LAE strives to protect educators' professional rights and economic security. We advocate for better working conditions, higher salaries, improved health benefits, progressive personnel policies, and an affordable, dignified retirement. Simply put, LAE supports its members in improving the lives and successes of Louisiana's future. LAE makes YOUR profession better and stronger.

Benefits of LAE Membership

- ✓ **Professional advocacy**
- ✓ **Legislative support**
- ✓ **Legal assistance**
- ✓ **Professional development opportunities**
- ✓ **Great member benefits**
- ✓ **Informative publications and website**
- ✓ **Capwiz legislative advocacy alerts**
- ✓ ***Help Desk* support**

Additional benefits include:

- ✓ Comprehensive insurance programs
- ✓ Discounts on travel and entertainment
- ✓ Professional and career development opportunities
- ✓ Protection of up to $1 million in professional liability insurance
- ✓ Legal department that provides effective grievance representation to protect your rights
- ✓ Advocacy with school district administration to protect you against violations of your rights under board policy, your contract, or the law

Not only do you get great benefits as a member of LAE, but you also get additional savings from our national affiliate NEA, the nation's largest professional employee organization.

Members are kept well-informed about issues in education through publications such as the LAE Voice and NEA Today. The LAE staff communicates with members via electronic media on a regular basis. Members can receive up-to-the-minute updates by visiting www.lae.org, or on our Facebook and Twitter pages.

Important Information

LAE President Joyce Haynes ***LAE Vice President Debbie Meaux*** ***LAE Executive Director Dr. Michael Walker-Jones***

Local Association President: _____ **Phone:** _____ **Email:** _____

Association Representative: _____ **Phone:** _____ **Email:** _____

UniServ Consultant: _____ **Phone:** _____ **Email:** _____

LAE website: www.lae.org **LAE Facebook:** Louisiana Educators **Twitter handle:** @LAEducators

Name	Address	Phone	Email

LAE Headquarters Staff

(225) 343-9243

Joyce Haynes
President
Phone: Ext. 106
Email: joyce.haynes@lae.org

Michael Walker-Jones, Ed.D.
Executive Director
Phone: Ext. 104
Email: mwalker-jones@lae.org

Wayne Free
Assistant Executive Director for UniServ & Instructional Advocacy
Phone: Ext. 208
Email: wayne.free@lae.org

Lynda Guidry
Assistant Executive Director for UniServ & Field and Legal Services
Phone: Ext. 214
Email: lynda.guidry@lae.org

Michael Henagan, CPA
Assistant Executive Director for Business and Finance
Phone: Ext. 114
Email: michael.henagan@lae.org

Laurie Guillot
Executive Assistant for Governance & Administrative Support
Phone: Ext. 105
Email: laurie.guillot@lae.org

Krystal Mosley
Administrator of Human Resources & Office of Operations
Phone: Ext. 112
Email: krystal.henry@lae.org

Shane Riddle
Government Relations Specialist
Phone: Ext. 210
Email: shane.riddle@lae.org

Ashley Davis
Communications Specialist
Phone: Ext. 119
Email: ashley.davis@lae.org

Sheryl Almonte
Membership Processing
Phone: Ext. 101
Email: sheryl.almonte@lae.org

Mindy Barthelemy
Associate of Business & Finance
Phone: Ext. 113
Email: mindy.barthelemy@lae.org

Donna Thibodeaux
Associate of Affiliate Relations & Legal Services
Phone: Ext. 201
Email: donna.thibodeaux@lae.org

8322 One Calais Avenue
Baton Rouge, LA 70809
225-343-9243
1-800-256-4523
Help Desk: 1-877-452-3477
Email: helpdesk@lae.org
www.lae.org

LAE UniServ Directors: Regional Directory

LAE NORTHERN OFFICE: SHREVEPORT
3007 Knight Street, Suite 210, Shreveport, LA 71105
Fax: (318)219-3849

VERA LOYD
(318)219-7703 • vera.loyd@lae.org

VACANT
(318)219-8105

LAE NORTHERN OFFICE: MONROE
300 Washington Street, Suite #100 A, Monroe, LA 71201
Fax: (318)387-5150

ANGELA MILLER
(318)387-0536 • angela.miller@lae.org

LAE CENTRAL OFFICE: ALEXANDRIA
3717 Government Street, Suite 8, Alexandria, LA 71301
Fax: (318)448-0943

DUANE THOMAS
(318)448-0507 • duane.thomas@lae.org

LAE SOUTHWEST OFFICE: LAKE CHARLES
300 E. McNeese Street, Ste. 4A, Lake Charles, LA 70605
Fax: (337)562-9740

TERRY HOLDEN
(337)474-0016 • terry.holden@lae.org

LAE SOUTHWEST OFFICE: LAFAYETTE
100 Beauvais Place, Suite C2, Lafayette, LA 70507
Fax: (337)264-9965

MARCUS THOMAS
(337)237-3381 • marcus.thomas@lae.org

THAI BROWDER
(337)237-3381 • thai.browder@lae.org

LAE SOUTHEAST OFFICE: BATON ROUGE
8322 One Calais Ave., Baton Rouge, LA 70809
Fax: (225)343-9272

KATHERINE CLARKE
(225)343-9243 Ext. 204 • katherine.clarke@lae.org

AURELIA YOUNG
(225)343-9243 ext. 203 • aurelia.young@lae.org

Joyce Haynes, President

FROM THE PRESIDENT'S DESK

Welcome back to another year of teaching our precious products! We all fought an intense legislative session this Spring. Let me start by saying thank you for all you have done and continue to do for public education.

I'm an activist. Did you know that you're one too? An activist is a person who sees injustice in the actions of others. They communicate their views and present information that can be used to bring about change in an undesirable situation. An activist strives to create improvement. All of you are activists, and for that you should be proud.

In these challenging times, I can't go on without expressing my gratitude for all who have joined us in our efforts at the Capitol last school year. Whether you were by our side on the steps or advocated from home, I thank you for what we accomplished together. Know that by working side by side, we stand to accomplish great things in the future. Please know that our efforts were not in vain; we made a statement—A BIG ONE—as we let everyone know that we're always going to be on the front lines in the fight for our neighborhood schools, our livelihood, and our students.

The pleas we made to slow down the passage of Governor Jindal's radical education bills went ignored as lawmakers passed HB 974 (Teacher Bill)—an impact that we will see in ACT 1. The new law will apply punitive changes to state requirements surrounding teacher certification, salaries, seniority, and tenure. It calls for the elimination of the minimum state salary schedule for teachers and ESPs, which means there will be no extra money for our years of experience and degrees earned unless we band together and organize at every level. You have so much to learn and LAE is here to provide you with the guidance and assistance necessary to do just that.

ACT 1 will strip away our tenure, making us "at-will" employees. This means teachers who never achieve--or lose tenure--because of ***one bad evaluation*** can be fired for any reason with little recourse. To regain tenure, teachers must be rated "highly effective" for five consecutive years.

Educate yourself on what lies ahead for your professional future. I encourage you to take part in every professional development opportunity that LAE has to offer. Make it a goal to become more involved in your local association; recruit your colleagues to do the same. Sign up to be a part of your local legislative contact teams or other committees that stand to advance your involvement in the association. It is so important that you do anything and everything that you can to learn about the new laws so you can advocate for your profession!

Dr. Martin Luther King, Jr. once said, "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

I am so proud, because while we've been run over by the "Jindal Express" - the greatest of challenges - we're still standing. Standing strong, standing tall, standing together! Have a successful 2012-2013 school year!

Stay strong,
President Joyce Haynes

July

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September

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August
2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18 *Last Day of Ramadan*
19	20	21	22	23	24 Board Meeting	25
26	27	28	29	30	31	

August

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September
2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 *Labor Day*	4	5	6	7	8 Committee Day
9	10	11 *Patriot Day*	12	13	14	15 Effective Instruction Training: SHREVEPORT - **Tentative*
16 *Rosh Hashana*	17	18	19	20	21	22
23	24	25	26 *Yom Kippur*	27	28	29
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September

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November

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25	26	27	28	29	30	

October
2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5 *World Teachers' Day* NEA Board	6
7	8 *Columbus Day*	9	10	11	12	13 Effective Instruction Training: MONROE - **Tentative*
14	15	16	17	18	19 Executive Committee	20
21	22	23	24	25	26	27
28	29	30	31 *Halloween*			

October

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December

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November
2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2 Board Meeting	3
4 *Daylight Saving Time ends*	5	6 *Election Day*	7	8	9	10
11	12 *Veterans Day*	13	14	15	16	17 Effective Instruction Training: ALEXANDRIA - **Tentative*
18	19 LAE Collective Bargaining & Advocacy Seminar: BATON ROUGE	20	21	22 *Thanksgiving Day* Thanksgiving Holiday	23	24
25	26	27	28	29	30 Executive Committee	

November

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January

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27	28	29	30	31		

December
2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Executive Committee
2	3	4	5	6	7 NEA Board	8 Effective Instruction Training: LAKE CHARLES - *Tentative*
9 *First Day of Hanukkah*	10	11	12	13	14	15
16 *Last Day of Hanukkah*	17	18	19	20 Winter Break	21 Winter Break	22 Winter Break
23 Winter Break	24 *Christmas Eve* Winter Break	25 *Christmas Day* Winter Break	26 *First Day of Kwanzaa* Winter Break	27 Winter Break	28 Winter Break	29 Winter Break
30 Winter Break	31 *New Year's Eve* Winter Break	Winter Break	Winter Break	Winter Break	Winter Break	Winter Break

December

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30	31					

February

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17	18	19	20	21	22	23
24	25	26	27	28		

January

2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 *Last Day of Kwanzaa* *New Year's Day* Winter Break	2	3	4	5
6	7	8	9	10	11	12 Committee Day Elections Committee
13	14	15	16	17	18	19
20	21 *M. L. King, Jr. Day*	22	23	24	25 Board Meeting	26
27	28	29	30	31		

January

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March

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31						

February

2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2 *Groundhog Day* Effective Instruction Training: LAFAYETTE - **Tentative*
3	4	5	6	7	8 NEA Board	9
10	11 *Lundi Gras*	12 *Mardi Gras*	13 *Ash Wednesday*	14 *Valentine's Day*	15	16
17	18 *Presidents' Day*	19	20	21	22	23
24	25	26	27	28		

February

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April

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

March
2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Read Across America	2 Read Across Louisiana
3	4	5	6	7	8 Executive Committee	9
10	11	12	13	14	15	16 Effective Instruction Training: BATON ROUGE - *Tentative*
17 *St. Patrick's Day*	18	19	20	21	22	23
24 31 *Easter Sunday* Spring Break	25	26	27	28	29 *Good Friday* Spring Break	30

March

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31						

May

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56	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April
2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 *April Fool's Day* Spring Break	2	3	4	5	6
7	8 Legislative Session Begins	9	10	11	12 LAE Board Meeting	13 LAE RA
14 LAE RA	15	16	17	18	19	20
21	22 *Earth Day*	23	24	25	26	27
28	29	30				

April

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June

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May
2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
					NEA Board	
5	6	7	8	9	10	11
Cinco de Mayo					Executive Committee	NEA Caucus Meeting
12	13	14	15	16	17	18
Mother's Day						
19	20	21	22	23	24	25
26	27	28	29	30	31	
	Memorial Day					

May

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

July

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June
2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6 Legislative Session Ends	7	8
9	10	11	12	13	14 *Flag Day* LAE Board Meeting	15
16 *Father's Day*	17	18	19	20	21	22
23	24	25	26	27	28	29
30 NEA Board						

June

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August

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July
2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
				Independence Day		
		NEA Board		NEA RA		
7	8	9	10	11	12	13
NEA RA						
14	15	16	17	18	19	20
21	22	23	24	25	26	27
	Summer Leadership					
28	29	30	31			

July

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September

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August
2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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Legislation Passed in 2012 Session Will Dramatically Change Your Profession

What happened when House Bill 974 was signed into law as ACT 1?

ACT 1 OF 2012 *repeals the provisions surrounding tenure, compensation, and teacher evaluation that LAE worked so hard to implement over the years. Below are questions you might have concerning tenure and compensation changes.*

TENURE

If I'm a tenured teacher, do I retain tenure under ACT 1?
Yes.

How do I continue to retain tenure under ACT 1?
Receive an evaluation rating that is above "ineffective" on the average of the "value added" and "observation" portions of your evaluation each year.

How can I lose tenure under ACT 1?
Receive ***one*** *performance rating of "ineffective."*

If I am rated "ineffective," when would I lose my tenure rights under ACT 1?
The law states that you lose your tenure rights "immediately."

What happens when you are rated "ineffective"?
You may be fired immediately. You will be able to grieve your evaluation to the school board. If you win your grievance, you retain your job and your tenure will be reinstated.

What happens next?
Upon loss of tenure, you become an "at-will" employee. You may be fired at ***anytime****. If you maintain your job, you can only attain tenure again if you are rated as "highly effective" for five years within a six year period.*

Have the grounds for dismissing a tenured teacher changed?
Yes. In addition to willful neglect of duty, incompetency, dishonesty, and immorality, Act 1 adds another ground for termination of a tenured teacher – "poor performance" – which the Act equates to an "ineffective" evaluation or value added rating.

Recommendation: *Any LAE member who receives an "ineffective" rating needs representation immediately. LAE will challenge* ***each and every*** *"ineffective" rating received by any of its members.*

As a tenured teacher, do I have a right to a hearing?
Within seven days of dismissal, a teacher may request, and upon request, shall be granted a hearing by a panel composed of a designee of the superintendent, a designee of the principal, and a designee of the teacher. The hearing shall begin seven business days after receipt of the teacher's request for a hearing. The teacher shall have the right to appear before the hearing panel with witnesses on his behalf. The teacher shall have a right to counsel of his selection. The panel will submit its recommendation to the superintendent. The superintendent may choose to reinstate, or not, and must notify the teacher in writing of the final determination. The teacher has sixty days to petition the courts to review whether the actions of the superintendent were arbitrary and capricious. The record or review shall be limited to evidence presented to the tenure hearing panel, and the court shall review the matter not later than ten days after the petition has been filed. LAE will represent individual members with tenure who are dismissed and request a hearing.

If I'm a new teacher, how do I obtain tenure?
You attain tenure if rated "highly effective" for five years within a six year period. Based on the Louisiana Superintendent of Education's testimony before the House and Senate Education Committees, only ten (10%) percent of all teachers will be rated as "highly effective" each year. The vast majority of teachers (an estimated 80%) are expected to be "emerging" or "proficient" in any given year. It will be virtually impossible for any teacher to attain tenure. A teacher will remain an "at-will" employee without tenure.

I am a second year teacher and would have attained tenure in the summer of 2013, how do the reforms impact my attainment of tenure?
If a teacher has not attained tenure before September 1, 2012 they are in the same position as a new teacher and must be rated "highly effective" for five years within a six year period to attain tenure. It will be virtually impossible for any non-tenured teacher as of September 1, 2012 to attain tenure. A teacher will remain an "at-will" employee without tenure.

As a non-tenured teacher, do I have any rights prior to being terminated?
The superintendent (in consultation with your principal) can terminate your employment "at-will." This will be accomplished by providing you with written reasons for termination of your employment and providing you with seven days within which to respond. Your response will be included in your personnel file. You have no further rights.

What does it mean to be an "at-will" employee?
In a situation where an employee is an "at-will" employee, the employer has the right to terminate the employee for a good reason, bad reason, or no reason at all.

COMPENSATION

If I'm a veteran teacher, what happens to my salary on July 1, 2012?
Your annual salary will be based on your previous year's salary (2011-12). The salary of every public school employee will be frozen at the 2011-12 level, effective July 1, 2012.

Will I be compensated for work beyond the school day?
No, unless your contract provides for such compensation. House Bill 974 enacts La. R.S. 17:418(A)(1) to read: "The salaries as provided [in the new salary schedules to be adopted] shall be considered as full compensation for all work required and performed within each employee's prescribed scope of duties."

Will I be compensated for attending meetings outside of the school day or Saturday workshops?
No, unless your contract provides for such compensation. If you are required to attend an orientation meeting for a day other than a scheduled work day, you will not receive additional compensation for your time.

Will I continue to receive a stipend for coaching, being a club sponsor, or being a nationally board certified teacher? *No, unless your contract provides for such compensation. Your salary schedule salary will be considered as full compensation for all of the duties that you are required to perform.*

Can my school year be lengthened beyond 180 days?
Yes. You may be required to work more than 180 days and attend meetings outside of the regular work day.

If additional days are added or if I am required to attend meetings outside of the regular work day, will I receive additional pay?
No, unless your contract provides for such compensation. Your work day, or work year, may be increased without any additional compensation. The statutes requiring that you receive additional compensation for these items have been repealed.

What happens when you are rated ineffective?
If a teacher is deemed ineffective and continues their employment, they shall not receive a raise in salary.

How will my salary be computed if I am a first year teacher?
It is impossible to determine how first year teachers will be compensated. The state minimum salary schedules have been repealed effective July 1, 2012. House Bill 974 does not require that new salary schedules be adopted before the 2013-2014 school year. When the new salary schedules are adopted, they are required to be based solely on "effectiveness" (as determined by the "value added" model), demand, and experience. No one of these three items can make up more than 50% of the salary calculation; however, since a first year teacher does not possess two of the components (effectiveness or experience), it is impossible to determine how a new teacher will be compensated. LAE recommends to all of its members that they demand a Teacher Contract with the employing school system ***prior*** *to beginning work. Requiring that you receive a contract will take the uncertainty out of how you will be paid and whether you will be paid for any additional work.*

How do I get a raise?
To get a raise, teachers must to be rated effective or highly effective. Different teachers with the same level of experience may be paid different salaries. Your individual salary will be determined by three factors (a) your level of your "effectiveness" under the "value added" model, (b) the "demand" for your services based upon your area of certification, the particular needs of a school, the geographic area, subject area, and (c) experience.

What should I do?
LAE recommends to all of its members that they demand a Teacher Contract with the employing school system ***prior*** *to beginning work. Requiring that you receive a contract will take the uncertainty out of how you will be paid and whether you will be paid for any additional work.*

What are *Weingarten Rights?*

"Weingarten Rights" are union member protection rights that were handed down by the United States Supreme Court.

If a union member is called into a meeting with management that could affect personal working conditions or lead to discipline or termination, that union member can request to management that their UniServ Director be present during the meeting. The union member can choose not to participate in such a discussion until their union representative arrives.

THE EMPLOYEE MUST MAKE CLEAR TO ASK FOR UNION REPRESENTATION BEFORE OR DURING THE MEETING.

The employee cannot be punished for making this request. If the employer denies this request and continues to question, it commits an UNFAIR LABOR PRACTICE. This is a violation of Federal law and the employee has a right to refuse to answer. The employer may not discipline employees for such a refusal.

LAE At A Glance

- ***Government Relations***
- ***Instructional Advocacy***
- ***Public Relations and Communications***
- ***Professional Growth***
- ***Help Desk***
- ***In Case of Assault***

Count on LAE *for Government Relations*

LAE's legislative and political action initiatives have proven to be powerful tools for positive change in public education.

The LAE Lobby Team advocates and speaks out publicly on behalf of teachers, ESPs, and students.

LAE maintains a permanent presence at the Louisiana Capitol, employing both full time and part time lobbyists, to continually monitor the legislative process and advocate for laws that achieve gains for students, teachers, ESPs, and retirees in public education. These are among the cornerstones of LAE's lobbying efforts.

The LAE Legislative Action Center was developed to provide members with the information and tools needed to stay informed about legislative issues. Through this center, members are also given convenient access to federal and state legislators, BESE members, and all other branches of government. Members and potential members can make a real difference in education by becoming an LAE Cyber-Lobbyist.

For more information on **LAE's Government Relations** program visit www.lae.org.

Count on LAE *for Instructional Advocacy*

The LAE's Instructional Advocacy Department manages the development of public policy briefs on local, state, and even federal issues. The department develops cutting edge grassroots organizing projects and works through an efficient and effective infrastructure to execute instructional advocacy.

The LAE Instructional Advocacy Department conducts policy research and analysis, and convenes leading policy experts for discussion on key local, state, and national issues as they relate to public education. Research done by department heads provides critical support for LAE's advocacy efforts and campaigns at the state and local level.

The LAE Instructional Advocacy Department addresses policies related to public education through its lobby efforts with the Teachers Retirement System of Louisiana (TRSL), the Board of Elementary and Secondary Education (BESE), and the State Department of Education.

The department develops continuing education courses and provides training on a wide range of topics for both teachers and ESPs.

For more information on **Instructional Advocacy** topics contact the LAE toll free at 1-800-256-4523 or on the web at www.lae.org.

Count on LAE *for Public Relations and Communications*

LAE reaches out to the community at large with educator views, working to enhance the image of public school employees. The **LAE Communications Department** employs such public relations activities as media relations, community relations, grassroots PR, and viral marketing. **The LAE Communications Department** is responsible for organizing such association special events as Read Across Louisiana, Lobby Day, and National Teacher Day celebrations.

The **LAE Communications Department** produces a number of internal publications that focus on Louisiana's public schools. LAE is your best source for accurate, timely information about current laws, regulations and policies concerning the education profession. *The LAE Voice*, our members-only newsletter, has won several awards for education publishing. The *President's Corner* provides local leaders with important updates and reminders from LAE President Joyce Haynes. During the session, LAE sends out weekly legislative updates from the Louisiana Capitol through the *Capitol Connection.*

The **LAE Communications Department** maintains the LAE website, www.lae.org, on a daily basis. The website is a direct link between association leaders and members, and is a valuable source of information providing comprehensive updates on the latest education news and policies. Here, members can find information on association-distributed press releases and legislative action items, as well as updates on LAE initiatives, events, and professional development opportunities.

The LAE Communications Department is very active in the world of social media. With active facebook, twitter, blogger, and youtube accounts, members can receive up-to-the-minute alerts on education news and association-sponsored events.

For more information on **Public Relations and Communications** topics visit www.lae.org.

Count on LAE for Professional Growth

LAE leaders realize the need for continuing education and offer training opportunities for professional growth through workshops and conferences held throughout the year. Below, you'll find several opportunities through which we encourage members to become engaged.

The NEA Academy provides quality, peer-approved, online courses to meet the professional development and continuing education needs of teachers and ESPs. The academy courses combine the convenience of self-paced study with opportunities for interaction with instructors and fellow students.

LAE-sponsored events offer members several opportunities to network. At association-sponsored events, members can connect with other education professionals from across the state. These conferences also provide members with the latest opportunities in professional development.

Through the **NEA Health & Information Network**, members can gather information through trainings, seminars, and symposiums. Symposiums like the NEA, HIN and EPA Tools for Schools Indoor Air Quality Symposium, and the School Crisis Response & Training provide participants with the resources they need to create their own school safety programs.

For more information on **Professional Growth** topics, visit www.lae.org

Count on LAE for Help

Each year, LAE members receive assistance with employment-related difficulties from LAE's well-trained staff. This assistance can serve as a "first aid kit" of procedures to follow to protect your rights until help can be summoned. Several quick tips are provided below:

1. **Contact the LAE Help Desk at 1-877-452-3477.** You will be assisted by an experienced and knowledgeable UniServ Director. Help is available **Monday-Friday from 10 AM – 6 PM.**

2. **Don't go to performance meetings alone.** Always take an LAE representative with you to meetings in which your performance and/or conduct is an issue. You are legally entitled to have a representative at all meetings where discipline might occur. If representation has not arrived, take a colleague to record detailed notes at the meeting.

3. **Do NOT resign.** Once your resignation is accepted by the school board, it generally cancels any rights you might otherwise exercise. A resignation may also be used in a civil or criminal case as evidence of an admission of guilt.

4. **Signing documents.** You may need to sign statements, contracts, waivers, etc. If you do not agree with the statements contained in these documents, add the phrase, "under protest." This indicates that you are not in agreement with the statement.

5. **Get it in writing.** Any agreements that you might reach with the school district, or any proposals, statements or utterances received through district representatives must be recorded in writing. If the district refuses to provide written documentation, you should write down the understandings reached and deliver a copy to the other party.

Count on LAE in the Case of an Assault

Recommendations from LAE on how to deal with an assault:

1. **Avoid responding physically.** If you must respond physically in order to defend yourself or others, use the minimum force needed given the student's age, size, and ability to inflict injury.

2. **Be sure that the situation is stable and that a qualified individual assumes supervisory responsibility for your students.**

3. **Contact the school nurse.**

4. **Identify all witnesses.** Record names, addresses, and phone numbers. Also record time of incident and facts surrounding the incident.

5. **Immediately report the incident to school administration.** Ask for medical diagnosis and treatment. If refused, go immediately to your doctor for an examination. Color photos of the injury should be taken.

6. **Insist that administration contact police.** The association representative and/or victim should insist that the administration contact the police immediately. If refused, the association representative or victim should call the police. An accurate report should be filled out and a copy of it obtained. Charges should be filed after discussion with the LAE Help Desk.

7. **Insist the administration immediately document the incident.** Obtain a copy of that report. If the report is inaccurate, reserve the right to correct or add to it.