

DMEA TEMPO

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Des Moines Education Association

September 2000

Welcome Back!



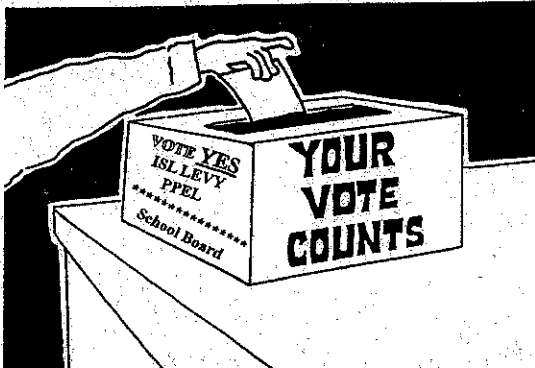
As usual, there is a need for a quick Association start due to the September 12th School Board election which this year includes two critical levy renewals.

First, the DMEA recommends Jon Neiderbach for the vacant, one-year seat on the School Board. We are not making a recommendation for the two 3-year slots as incumbents Marc Ward and Laura Sands are unopposed.

Three candidates are vying for the one-year seat and after interviews, we concluded that Jon Neiderbach has the depth of knowledge and skills to do the best job. He has a long history of supporting the District and its teachers in committee work and citizen participation. He has a solid grasp of the educational, personnel and administration questions facing the District and the DMEA.

Jon's resume is impressive including a recent term as President of the Des Moines PTA, Treasurer of the Iowa PTA, member of his Neighborhood Association and the Polk-Des Moines Taxpayers Association. Jon's volunteer hours are spent on behalf of the students of Des Moines. Jon and his wife Mary are the parents of two Des Moines students. (Roosevelt and Merrill)

VOTE YES / YES *It's Important!*



By now you should be aware of the critical need to support the Instructional Program Support Levy (ISL) and Physical Plant and Equipment Levy (PPEL). These two programs bring in over \$12 million dollars to the District. You have information showing what programs that money supports. Most of you remember what it was like when they cut \$3 million to build up the Reserve Fund. You can imagine the disaster of a \$12 million cut. It is not a new tax. It will not raise current taxes, in fact there will be a modest cut. If you live in the District, get five or six friends and vote YES, YES for ISL/PPEL. If you don't live in the District get seven or eight friends to vote YES, YES for ISL/PPEL.

Summer Months Updates

We need to catch you up on some issues and developments from the summer months;

- **EARLY RETIREMENT** We met several times with District administrators to explore alternative early retirement provisions based on accumulated sick leave. Our current early retirement is guaranteed for this year and includes full family health insurance to age 65 and a one-time bonus equal to 30% of your final salary. **This year, you will need to notify the district by November 1st of your intention to take early retirement next spring.** That November 1 deadline will be set back if the District and the DMEA agree to an alternative to give members an opportunity to compare options. DMEA members will make the decision if changes are made. Future TEMPO's will keep you informed.
- **MILEAGE REIMBURSEMENT** The reimbursement for mileage was increase from .24 to .28 effective August 1st. The mileage rate is not a subject of bargaining under Iowa law but DMEA leaders engaged in "collective nagging" to get this movement. We'll continue to work on it until it gets to the IRS Allowance of .325.
- **ASSOCIATE BREAK-TIME** The new contract for Associates includes break time. That's a first for this bargaining unit and your leaders worked hard to get it.
- **3 - YEAR CONTRACT** We are starting a new 3-year contract this month. Salary and fringe benefits will be open and fixed by an agreed upon formula. This is the first long-term contract for the District and the DMEA. One advantage to the long-term agreement is that some things are locked in. Examples: the 7 hour 45 minute workday and the 195-day work year. Either can be opened but only by mutual agreement.
- **NEW SCHOOL BOARD POLICY** The School Board will consider a new policy that will require employees to report arrests, criminal convictions, and child abuse allegations to the district. Obviously, not many of our members will be impacted by this (perhaps none). However, the Board may make the requirement retroactive (5 or 10 years) and the DMEA has voiced objections to this part of the proposed policy. Public bodies should never impose retroactive r We are also looking at a provision in the Code of Ethics for the teaching profession that clearly says that you do not have to incriminate yourself. Looks like a real conflict to us.

Membership Pays

We invite all eligible employees to join the DMEA. We represent teachers, associates and clerical employees. Your membership strengthens the organization and helps your colleagues. Unity is the best reason for joining. Your thoughts, energy, suggestions and your criticism help the organization make the best decisions for members. But we only listen to members!

Your September 15 paycheck will show the results of unity and hard work by your bargaining team. The average increase over last year will be over \$2,500 for teachers or about 6.1%. The cost of health insurance went up over \$500 per employee and the district continues to pay 100% of the premium. Thanks for supporting the common effort.


Membership pays in other ways including:

- ◆ Discount purchasing
- ◆ Life insurance included with membership
- ◆ Liability protection with legal assistance
- ◆ Lobbying efforts



Through membership, we support each other and share equally in the responsibility to our profession.

DMEA Hours - 8:00 AM to 4:30 PM. Phone 471-8040 Fax 471-8043

 **Your DMEA membership card is located on the back cover of your pocket-size ISEA calendar.** The calendar is in your ISEA membership packet. You will need your card to get the discounts available to members. (The discount booklet is also in the ISEA membership packet.