



United, Protected,
 Connected

Des Moines Education Association

DMEA TEMPO

Vote on November 5: It's About You and Every Child

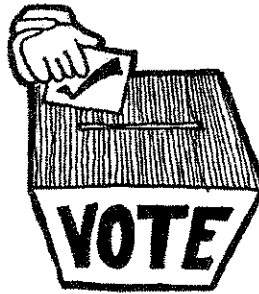
If you are like many Iowans you have grown tired of the large number of political advertisements flooding the airwaves. Many of you have probably become adept at using the mute button on the remote control during the past month.

It is important, however, to remember just how critical this election is to you and to the students you serve. During the 2002 legislative session we saw bills introduced that cut education funding, allowed districts to take away Phase III and technology dollars, and increased the power of the Board of Educational Examiners to investigate complaints against teachers. It is time to let people know how we feel about these changes.

It is important to remember who our friends are in government and to make sure they receive our support. One in every 60 registered voters in this country is an NEA member. If each member brings one family member to the polls on November 5th we can account for seven percent of the ballots cast nationwide.

The DMEA vote made a difference in September during school board elections and your participation on November 5th can make a difference in this election. Please remember to vote and encourage others to do so.

The following candidates have received ISEA recommendations:



- Governor—Tom Vilsack
- U.S. Senate—Tom Harkin
- 3rd Congressional District (Polk County)—Leonard Boswell
- 4th Congressional District (Dallas, Warren, Madison Counties)—John Norris
- State Senate District 31—Matt McCoy
- State Senate District 33—Jack Hatch
- State Senate District 34—Dick Dearden
- House District 59 (suburban Polk County)—Gene Maddox
- House District 61—Jo Oldson
- House District 62—Frank Chiodo
- House District 64—Janet Petersen
- House District 65—Wayne Ford
- House District 67—Kevin McCarthy
- House District 68—John Connors
- House District 69 (suburban Polk County)—Dave Campbell

Inside this issue:

Phase III Update	2
In the Spotlight	2
ESEA Affects Associates	3
Membership Pays	3
American Education Week	4
Do You Know Your Rights?	4

An investment in knowledge pays the best interest.

Benjamin Franklin

Phase III Update

As many of you are aware DMEA recently received the arbitration award that was a result of the Phase III grievance filed last year. The arbitrator, Lisa Kohn, found in favor of the Des Moines Public Schools.

Ms. Kohn noted that DMEA presented evidence of a long history of extensive collaboration between the Association and the District. However, she felt that the legislation passed last year in HF 759 gave the school district sufficient authority to use the money for other purposes.

While we are disappointed in the

Arbitrator's decision and find fault with her reasoning, the decision is binding. It is important, however, that the district now recognizes that DMEA will not stand idly by while decisions are being made and that we will use every means at our disposal to oppose them when we feel our rights have been violated. A complete copy of the arbitrator's award is available at the DMEA office.

On a more positive note...Phase III for this year is available. Buildings should have received the green Guidelines and Procedures manual and the building allocations. The use of Phase

III funds should be determined at the building level. The building's Phase III committee should be elected by staff eligible to receive Phase III funding. The building coordinator of the Phase III committee should be selected by the committee. Building principals are to be actively involved in the process.

Building coordinators are also urged to closely monitor the quarterly reports sent to each building. **Applicants should note that they must apply within 60 days of the event to be eligible for Phase III reimbursement.** Failure to do so will result in non-payment.

In the Spotlight



Congratulations to **Tina Olson**, a teacher at Hillis Elementary! Tina was recently selected as a finalist in the Excellence in Education Award program. She will be honored at a gala banquet on Tuesday, October 29th at the Younkers Tea Room. In addition, Tina will receive a special plaque and a gift certificate from Younkers.

Timm Pilcher, journalism instructor at Hoover High School, was recently named as the winner of the Rod Vahl

Teacher of the Year Award by the Iowa High School Press Association. The award is given to journalism teachers who show an outstanding dedication to journalism teaching through their publications and interactions with students. The award is named for Rod Vahl, a former Journalism teacher from Davenport.

Denis Hildreth, a drama teacher at Hoover, was recently inducted into the Hall of Fame for the Iowa High School

Speech Association.

Ruth Ann Gaines, a drama teacher at East High, was recently named to the USA Today's 2002 All USA Third Team of outstanding teachers. Gaines was noted for her creation of the East High Leadership Council. Ruth Ann was one of only two teachers in Iowa to receive this honor.

Calendar of Events



- November 5, 2002
Election Day-Everyone Vote!
- November 5, 2002
DMPS School Board Meeting
5:00 P.M. Public Forum
6:00 Board Meeting
- November 7, 2002
DMEA Executive Board
4:15 p.m.
- November 11, 2002
Governmental Affairs Committee
4:15 p.m.
- November 12, 2002
Negotiations Committee
4:15 p.m.
- November 14, 2002
Faculty Rep Assembly
North High School Cafeteria
4:15 p.m.
- November 18, 2002
Instruction & Professional
Development Committee
4:15 p.m.
- November 21, 2002
DMEA Executive Board
4:15 p.m.

Elementary And Secondary Education Act Has Implications for Associates

The newly updated Elementary and Secondary Education Act (ESEA) changes many of the rules governing the qualifications of associates. The Iowa Department of Education has been working to implement these rules in a manner that is least threatening to our members. The DE recently released the following guidelines for associates under the ESEA:

1. Paraprofessional Qualifications-The law applies only to associates working with Title I programs. If it is a Targeted Assistance program (Adams, Jackson, & Morris) then only associates working in Title I programs must meet the requirements. If it is a school wide program, then all associates working with students in an instructional role

must meet the requirements. Currently 18 buildings in Des Moines offer school wide programs. They include Capitol View, Cattell, Edmunds, Findley, Garton, King, Longfellow, Lovejoy, Madison, McKee, McKinley, Mitchell, Moulton, Oak Park, Perkins, Stowe, Wallace, and Willard.

2. Paraprofessionals hired after January 8, 2002 must meet the requirements immediately. Associates hired prior to that date must meet the requirements by 2006.

3. Paraprofessionals must meet the requirements in one of these ways:

- A. Complete an Associate degree.
- B. Two years of post-secondary

education.

- C. Complete Iowa's voluntary certification program for paraprofessionals. It is available through some AEAs and community colleges. The cost is \$60. The DE is recommending this route since it has been approved by the U.S. Department of Education. They recommend that school district's provide this to associates and pick up the cost through Title II funds.
- D. Completion of a competency assessment.

DMEA will be working the district to help clarify these requirements. If you have questions please contact the DMEA office.

Who Says Membership Doesn't Pay?

The following story came to us from Kevin Hansen, the treasurer of the Council Bluffs Education Association. It is printed as he sent it.

Last night, I checked on switching my auto/home insurance from Silverstone Group/Hawkeye Security here in Council Bluffs to the NEA APlus insurance through California Casualty.

As you know, you must be a member of ISEA to receive a quote.

Currently my policy costs \$5495.00. This covers three cars (full coverage) with one teen-age driver and another 14 year old, two adult drivers, and a house insured at around \$180,000.00.

California Casualty came in at all

the same deductibles and coverage at \$3800.00, a savings of over \$1695.00 per year.

The member benefits we receive through NEA helps offset the cost of dues. If you are interested in these types of savings contact APlus at 1-800-346-6840.

ISEA Legal Services Provide Support for Members

Last year the Iowa Board of Educational Examiners (BOEE) convinced the General Assembly to pass a law allowing the Attorney General's office to prosecute licensure complaints against teachers. This will result in a costly legal battle

where many teachers will not have the financial resources to fight.

The ISEA legal services program covers licensure defenses for members. It is paid on a first dollar basis at no cost to the member, win or lose!

Those teachers who are not members will face a costly legal battle to save their career. PEI members are also on their own and must pay their own legal bills. If they win, they get a small reimbursement of \$5000.

Des Moines Education Association

206 Center Street
Des Moines, IA 50309

Phone: 515-471-8040
Fax: 515-471-8043
<http://www.dmea.org>

Chris Miller, President
christopher.miller@dmps.k12.ia.us

Randy Richardson, Executive Director
RRichardson@isea.org

Sharon Nelson, Office Manager
SNelson@isea.org

American Education Week is November 17-23

The theme for the 2002 event is "Making Public Schools Great for Every Child!" American Education Week was started in 1921 during the NEA Representative Assembly in Des Moines. The assembly called for the creation of a special week each year to spotlight education.

In 1987 the Representative Assembly created a special day during American Education Week to honor the contributions of Educational Support Professionals (ESP). This year ESP Day will be held on Wednesday, November 20. This would be an excellent time to let the associates and secretaries in your building know how much they are appreciated.

If your building is planning a special event during American Education Week, please contact the DMEA office so that we can publicize your efforts. NEA has a special web site with a variety of resources to help members plan this event. You can find these resources at <http://www.nea.org/aw>.

Teacher Evaluations for 2002-03

The new teacher compensation law has brought some changes to the methods that will be used for teacher evaluation for the current school year. In an effort to clarify those changes, the DMEA Executive Director recently met with the Human Resources department to develop an understanding of the procedures that will be used.

First Year Teachers (new to the profession)

These teachers will be evaluated using the current system in the comprehensive agreement.

Teachers in their Second Year in the Profession

Teachers will be evaluated by an administrator who has completed the Evaluator Training offered by the state. They

will be evaluated using standards adopted state wide.

Teachers Who Are New to the District with More Than Two Years of Experience

This group will continue to have three evaluations during their first year in the district.

Non-Probationary Teachers Who Have Transferred to a New Building

Teachers in this group will remain on their three year evaluation cycle. In the past this group was evaluated their first year in the building.

If you have concerns about your evaluation please contact the DMEA office immediately.

Do You Know Your Rights?

If you are called to any meeting with an administrator or supervisor, ask the purpose of the meeting. If it is investigatory in nature (wherein questions are going to be asked or an explanation requested) and you believe that it might have the potential for an adverse impact on your employment—a reprimand, some other form of disciplinary action, or termination—request that the meeting be deferred until you can obtain Association representation.

A request for representation can also be made *during* any meeting that becomes investigatory. If your request for

representation is denied, ask to leave the meeting. If your request is denied you have the right to refuse to answer any further questions. Listen and take notes only.

Employers are not obligated to inform you of your right to representation; you must request representation.

Association representatives have the right to meet privately with an employee for a few minutes prior to a meeting and they have the right to hear from the employer the general subject matter of the meeting and the charges against an employee prior to the start of the an investigatory meeting.