



New Iowa Teacher Quality Law Impacts First and Second Year Teachers

Those of you who have seen the movie *Poltergeist* remember the classic scene when youngest daughter Carol Anne turns from the TV and announces, "They're here." Our poltergeist, the Iowa Teacher Quality Law, is now here. Throughout this year we will attempt to keep you posted on what changes this will mean for our members.

For the current school year the biggest changes will only affect teachers in their first and second years in the profession. The law defines "teachers" as classroom teachers, counselors, media specialists, or any certificated employee with a provisional license who is seeking a standard educational license. By the time you read this all "teachers" in this group should have been assigned a mentor.

For the 2002-03 school year all first year "teachers" will be evaluated using the current system in the Comprehensive Agreement. Those "teachers" in their second year will be required to go through the new Comprehensive Evaluation that was developed by the Department of Education. This Comprehensive Evaluation is based upon the eight Iowa Teaching Standards. The eight standards are divided into 42 separate criteria. Second year "teachers" will need to compile data that will show they meet each of the 42 criteria.

Des Moines administrators are currently being trained in the new evaluation system and should begin doing evaluations by the first of the year. These evaluations should

be completed by April 1st. The district will then notify all second year "teachers" that they fall into of the following categories:

- Passed the evaluation and received a standard Iowa teaching license.
- Failed to meet the standards and will not receive a license. This group will not be able to teach in Iowa.
- Will be recommended for a third year of mentoring and induction and will face the comprehensive evaluation again.

While we do not expect many "teachers" to fail the Comprehensive Evaluation, it is possible that this will happen in a few cases. Those second year "teachers" who fail to meet the standards will have the right to appeal the decision to an adjudicator. DMEA members will receive support and representation during this process.

It is extremely important for first and second year "teachers" to be well informed about this process. If anyone in their first or second year in the profession feels that they have received inaccurate information or feel that they are struggling in the classroom, please encourage them to contact DMEA.

Changes are also on the horizon for our experienced teachers. We will continue to provide updates in future *Tempos*.

Inside this issue:

DMEA Committees	2
In the Spotlight	2
ISEA Recommends Candidates	3
Negotiations Update	3
Walt Galvin Scholarship	4
Early Retirement	4

The ultimate power to change is— and has always been— in the heads, hands, and hearts of the educators who work in the schools.

--Sirotnik and Clark, 1988

DMEA Committees Need Volunteers

"Who's to blame for that stupid teacher compensation bill?" "The district places too much emphasis on testing!" These are some of the comments we hear from our members around the district. The easiest way for members to impact these programs is to get involved in Association activities.

One of the best ways for members to get a start in Association work is to become involved in one of the DMEA committees. Our committees serve as place where members can learn about the issues and help develop DMEA policies.

DMEA currently has three committees that need more member involvement. They are:

- Governmental Affairs
- Instruction and Professional Development
- Membership

The Governmental Affairs committee

is chaired by Deb Henry, a teacher at Brody Middle School. This group is responsible for recruiting and interviewing school board candidates. They make recommendations to the DMEA Executive Board about which school board candidates should be recommended to members. The Governmental Affairs Committee is also involved in a number of legislative election activities including organizing and coordinating the DMEA lobbying day activities.

The Instruction and Professional Development Committee studies and makes recommendations on those issues dealing with quality teaching and learning. They will discuss such subjects as the impact of the Elementary and Secondary Education Act, assessment, staff development, district benchmarks, and mentoring. Given the number of issues that are currently being discussed by the district and by the legislature, this committee will play a major role in developing positions on

these topics.

The Membership Committee has already completed the bulk of its work for this year. The committee is co-chaired by Pat Papenheim, a retired member who formerly taught at Hiatt, and Karen Reese, a teacher at Brody. While the main job of this committee is the recruitment of members, they also have several other important functions. The committee has developed a number of incentives to encourage faculty reps to recruit members. They are also responsible for publicizing the NEA Member Benefits program, coordinating the Recognition Dinner, and selecting DMEA scholarship winners.

It's not too late to get involved! Many of our leaders got their start by serving on DMEA committees. If you are interested in becoming more involved in our organization, you can volunteer to serve on a committee by calling the DMEA office at 471-8040.

In the Spotlight



Congratulations to **Ruth Ann Gaines**, drama teacher at East High School, who was recently selected as

one of ten "Women of Influence" by the Des Moines Business Record. These women were selected for mak-

ing a difference in Central Iowa. They received their awards at a reception at the Des Moines Marriott in August.

Calendar of Events



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| • October 1, 2002
DMPS School Board Meeting
5:00 P.M. Public Forum
6:00 Board Meeting | 5:00 P.M. Public Forum
6:00 Board Meeting | • October 21, 2002
Instruction & Professional Development Committee
4:15 p.m. |
| • October 3, 2002
DMEA Executive Board
4:15 p.m. | • October 15, 2002
Negotiations Committee
4:15 p.m. | • October 24, 2002
DMEA Executive Board
4:15 p.m. |
| • October 15, 2002
DMPS School Board Meeting | • October 17, 2002
Faculty Rep Assembly
North High School Cafeteria
4:15 p.m. | |

ISEA Recommended Candidates for 2002 Election

It's often been said that every decision that affects education is a political decision. One only has to look at three recent examples to see how true this is. In the last year decisions have been made to reduce education funding, to create a complex Teacher Quality Act, and to reauthorize the Elementary and Secondary Education Act.

ISEA has released its list of recommended candidates for the November elections. The candidates were selected following a thorough review of their records, public statements, and interviews on issues affecting children and public education.

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

If you would like to get involved in the campaigns of any of these candidates please contact DMEA.

Negotiations Committee to Begin Preparations

This will be a busy year for the DMEA Negotiations Committee as all three contracts (teacher, associate, secretary) are open for bargaining. Surveys have been sent to each building to collect information that will guide the team. Surveys are due in the DMEA office by October 1st.

The Negotiations Committee is

currently gathering information for its proposals and hopes to enter into bargaining with the district in December. Randy Richardson, DMEA Executive Director, will again serve as Chief Negotiator.

Other members of the committee include: Cindy Roerig (Greenwood) Committee Chair, Rhonda Anderson

(East), Paul Wallendal (North), Phyllis Suttek (Garton), Janice Redshaw (McKee), Becky McNew (Granger), Travis Jacobs (McKinley), Patty Trump (Monroe), Joan Anderson (Nurses), Hance Throckmorton (McKinley), Sue Case-Card (Goodrell), Jim Van Tuyl (East), and Chris Miller (Goodrell) Ex officio.

Educators Get New Federal Tax Break!

At long last, teachers and education support staff can claim an "above-the-line" federal tax deduction for the first \$250 of what they spend on student supplies and classroom resources. The new law, which becomes effective for the 2002 tax year, was part of the economic stimulus bill

signed into law by President Bush. Such "out-of-pocket" expenses have always been deductible as a miscellaneous job expense to those who itemize their deductions and for those whose miscellaneous deductions exceeded 2 percent of their income. Under the new law, those expenses

will be considered as an adjustment to income similar to interest on a student loan. A recent survey conducted for the ISEA revealed that Iowa teachers on the average spend between \$375 and \$425 out of their own pockets on supplies and materials for students.

**Des Moines Education
Association**

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Apply Now for Galvin Scholarship

The 2002-03 Walt Galvin Scholarship applications are now available in the DMEA office. Members can contact the office (471-8040) to have an application sent to them. Two scholarships will be awarded.

Applicants must be the son, daughter, step-child, grandchild, or claimed dependent, if living in the home of an active DMEA member, or an active ESP DMEA member. Applicants must have completed 90 semester hours of college course work in a pre-service education program. ESP DMEA members are eligible if they meet the criteria. Applications are due December 9, 2002.

NEA Member Benefits

DMEA members can access a wide range of member benefits through the NEA Member Benefits web site (www.neamb.com). Members can order new credit cards, benefit from discounted insurance rates for auto and homeowners, receive special discounts on magazines and cell phones, and manage their investments. Plus, each month NEA offers members a chance to win free prizes.

Early Retirement Update

Those people considering early retirement need to remember that they must notify Human Resources of their intent to retire by November 1st. This can be done by completing a new early retirement form available from the district and submitting it to Human Resources.

While the IRS has yet to issue a full ruling, they have proposed a small change that does not affect members. It deals only with cases where a cash payout would be necessary. Since this would require that a teacher accumulate nearly a 1000 sick days it will not affect any of our retirees. The district has also indicated to DMEA that it plans to continue supporting the current plan into the future.

The district has scheduled a series of Retirement Workshops for those people considering early retirement. Pat Moran and Roger Hudson will serve as presenters. The workshops are open to all district employees who are considering the possibility of retirement. Spouses are welcome to attend. Workshops will be limited to 30 persons at any one session.

If you are interested in attending a workshop, please contact Dorothy Martin at 242-7662 or via e-mail at dorothy.martin@dmps.k12.ia.us. All workshops will be held in Conference Room D at the Casady building. Workshops will run from 4:30 p.m.-6:30 p.m.

Date	Workshop
October 15	Social Security and IPERS/DMTRS
October 16	Early Retirement Program
October 17	Insurance (District, Medicare)
November 12	Estate Planning and TSA Programs
November 14	Post Retirement Activities
March 31	Social Security and IPERS/DMTRS
April 1	Estate Planning and TSA Programs
April 3	Insurance (District, Medicare)
April 8	Early Retirement Program