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Des Moines Education Association

# DMEA TEMPO

## Staff Reduction Date Approaches

By this time every building has notified those staff who will be declared excess. While this has been a traumatic experience for many, the real trauma is yet to come. Within the next two weeks the school board will finalize the budget and Human Resources will begin preparing the list of teachers and associates whose jobs will be eliminated.

Human Resources has scheduled a meeting with DMEA on April 16<sup>th</sup> to review possible reductions. They hope to have the reductions finalized and to building principals by April 23<sup>rd</sup>. Most people affected by staff reductions are expected to be notified on April 23<sup>rd</sup> or 26<sup>th</sup>.

Due to early retirements, resignations and leaves, the actual number of staff reductions will be much less than earlier

expected. It is impossible to give an accurate number at this time. Human Resources is currently working to determine which certifications are held by teachers. Those teachers with multiple certifications may find themselves teaching in an unfamiliar subject area next year in order to keep a job.

Those areas which will likely be hardest hit with staff reductions include counseling, English/Reading, foreign language, music and P.E. Oddly enough some areas, such as science, will actually need to have new teachers hired because so many science teachers have retired.

DMEA will continue to provide you frequent e-mail updates as we get more information about staff reductions.

## DMEA/ISEA Select New Leaders

Alan Young, a social studies teacher at Callanan Middle School, was recently elected as the new president of DMEA. Alan began his teaching career in the Linn-Mar School district in 1990. He came to Des Moines in 1991 as a teacher at McCombs Middle School. Alan has a MA in Social Studies Education from the University of Iowa and a Masters of Divinity degree in History and Philosophy from the Princeton Theological Seminary. Alan will begin serving a two-year term in June.

Karen Reese, a teacher at Brody Middle School was elected as DMEA vice-president. Karen has 27 years of teaching experience in Des Moines. She has a Master's Degree from Iowa State University.

The Iowa State Education Association met in Ames earlier this month for its annual Delegate Assembly. Linda Nelson, a fourth-grade teacher at Carter Lake Elementary School in Council Bluffs, was

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We are continuously being asked to do more for kids with less support from the state.

—Adel Teacher

## Wellness Corner



### Diet Tips

Keep on microwaving. Yes, a recent widely reported study from Spain found that microwaved broccoli lost a much higher percentage of healthful antioxidant compounds (flavonoids) compared to steamed broccoli. But to microwave 5 ounces of broccoli, the researchers put it in about 5 ounces of water. That's more like boiling than microwaving, and it's well known that lots of nutrients can leach into the cooking water. The trick when microwaving is to use as little water as possible. Usually a couple of tablespoons will do.

High-fiber foods can help you lose a little weight. Not only are they filling and nutritious, but their fiber reduces the number of calories your body absorbs from the meal. A USDA study found that women who double their daily fiber intake from 12 to 24 grams absorb about 90 fewer calories a day from fat and protein, on average; men going from 18 to 36 grams of fiber absorb about 130 fewer calories.

If you have high blood triglycerides, consider adding flaxseeds, walnuts, and canola oil to your diet. They are rich in an omega-3 fat called alpha-linolenic acid, which appears to lower triglyceride levels, according to the National Heart, Lung, and Blood Institute Family Heart Study.

To cut calories from a meal, start with a low-fat salad. A recent study found that people who ate three cups of low-fat salad before lunch ended up eating 12% fewer calories at the entire meal than those skipping the salad.

## New DMEA/ISEA Leaders Elected

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elected as the new president of the organization by the nearly 500 delegates attending the meeting.

She defeated incumbent John Hieronymus, who had sought a second two-year

term, 53 percent to 47 percent.

Nelson, a former state legislator, will assume her new post in June.

Hieronimus will continue as ISEA president until the end of his term on June 14.

## Now Is the Time to Elect FRs

Now is the time for your building/location to select its Faculty Reps for next year. Two buildings, the Evelyn Davis Center and the Exemplary Early Learning Center at the Walnut Street School, need to select FRs for the first time.

The DMEA Articles of Incorporation provides the following instructions:

*Each building and each affiliated department are entitled to one representative and one alternate for every fifteen (15) members or major fraction thereof. If there are fewer than eight (8)*

*members in a building, the membership of the building shall be entitled to one faculty representative. Faculty reps and alternates shall be elected by a secret ballot conducted by the chairperson of the faculty reps in the building.*

This is a great way to begin your involvement in the Association. Faculty Reps attend one meeting each month at North High School. In addition they are encouraged to keep members in their buildings informed of the issues. The names of new FRs should be submitted to DMEA at the May FR meeting.

## Is Teaching the Most Stressful Job?



Whiners, grumblers, moaning minnies: it seems that's the way many people outside education regard teachers, reports Mike Baker. Teachers told BBC News Online theirs was one of the toughest professions, while non-teachers were mostly unsympathetic, saying "get out into the real world".

So is teaching any more stressful than other jobs? Well, despite the doubters, it seems there is evidence which suggests it is. A study in England has found that 20% of people reported high levels of stress at work. Yet among teachers the rate was double that. In-

deed teachers topped this particular study, with 41% reporting high levels of stress. The next highest was nursing at 31% then "managers" at 27%.

While few studies on stress and teachers have been done in the United States, the Bureau of Labor Statistics (BLS) reports that an increasing number of stress related illnesses are being reported. The average time missed from work related to these illnesses was 23 days. The BLS also reported that stress related illnesses were much more likely to affect women than men.

## Educators/Parents Rally on March 20

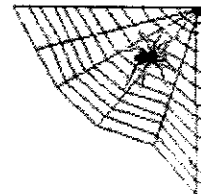
Nearly 700 educators, school board members, parents, and kids sent a loud and clear message to legislators that a two percent allowable growth for K-12 schools was simply unacceptable.

The March 20<sup>th</sup> "Stand Up For Students" rally in the North High School auditorium was just the latest in a series of events and activities sponsored by the Fund Our Future coalition—which is made up of the ISEA, the Iowa Association of School Boards, the Urban

Education Network, School Administrators of Iowa, and the Iowa PTA—to convince lawmakers that the school funding crisis is real.

The enthusiastic group of rally-goers, many of whom gave up their first day of spring break, waved signs and cheered as speaker after speaker warned of the devastating impact inadequate funding is having on Iowa's students. Several Des Moines teachers, students and board members spoke at the rally.

## Caught in the Web



We hate to encourage anyone to leave the Des Moines Public Schools, but with staff reductions on the horizon members need to consider some options. The following sites will help with that job search.

### Teach Iowa

<http://www.iowaeducationjobs.com>

If you want to stay in Iowa this is the place to find education jobs. You can search by region or access individual district web sites for employment information. The site also provides an online application.

### Teachingjobs.com

<http://teachingjobs.com>

If you're a little bit more flexible (or desperate) and can leave the state, this site provides a free search for education jobs in the United States and Canada. You can even post your resume.

### Education World Career Center

<http://www.educationworld.com/jobs>

This site offers a variety of resources. You can check on the certification requirements for different states, search for jobs or get tips on having a successful interview.

### Agent K-12

<http://www.agentk-12.org>

This site was created by *Education Week*. You can search for jobs by state or subject area. The site also allows you to receive e-mail alerts when a job is posted that meets your criteria.

### Monster.com

<http://www.monster.com>

If you've had it with education and want to see how the rest of the world works this is a great place to start. You can search the Monster job board and get career advice.

## In The Spotlight



Three DMEA members share the spotlight this month.

**Michael Shaffer** was one of 39 teachers nationwide to receive the 2004 Disney Teacher Award from the Walt Disney Company. Shaffer teaches advanced placement courses at Central Academy, including AP government, AP comparative government, and AP macroeconomics.

The Disney Awards honor a limited number of outstanding teachers nationwide who show creativity in the classroom and who actively engage students in learning.

Shaffer will receive a \$10,000 honorarium. In addition, the school will receive a \$5,000 honorarium to be used for professional development, assisting other teachers in developing and using creative teaching strategies.

Shaffer will formally receive the award during a ceremony this July in Los Angeles.

A separate professional development opportunity organized by Disney is planned for the winners in October.

**Doug Wheeler**, a social studies

teacher at Hoover High School, was recently recognized by receiving the Golden Apple Award. Every month Channel 13 and Allied Insurance team up to present the award.

Students in Doug's social studies and history classes say he deserves the award because he makes class interesting every single day. "Mr. Wheeler stands out," says one student.

"I try to get them laughing... Every 10 minutes or so. Laughing, then back on track," says Wheeler. Students say at a big high school like Hoover, Mr. Wheeler understands the importance of making it feel like a small place.

**Dave O'Connor** and the teachers at Merrill Middle school recently were recognized by publishing giant Simon and Schuster as having one of the top 10 anti-bullying programs in the country. O'Connor wrote the curriculum for the project. He wanted to help students be proactive in finding solutions and dealing with conflict. O'Connor noted that he has already seen a difference as a result of the program as students are beginning to become actively involved in solving conflicts.

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## It's Not Too Late to Register for ISEA Summer Conference

The ISEA Summer Conference will be held August 3-5, 2004 on the Buena Vista University Campus in Storm Lake. The conference begins with registration at 10:00 a.m. on Tuesday, August 3<sup>rd</sup>. Attendees will participate in training sessions, listen to keynote speakers and have lots of time to socialize before activities wrap up on Thursday, August 5<sup>th</sup> at 11:30 a.m.

This year the conference will focus on working to strengthen local associations, professional issues, and advocating for member interests. In addition, ISEA will offer staff development credit for the first time for those who participate in the "I Can Do It" classroom management training sessions.

The cost for registration is \$125. Housing and meals are included in the price. DMEA members who wish to attend must contact the DMEA office and submit a \$50 deposit toward the cost of registration. DMEA will pay the full cost of registration and refund your deposit if you attend the event.

## Superior Protection and Service Exclusively for NEA

**NEA Members Auto & Home Insurance Program** combines comprehensive coverage with competitive rates for NEA members. For over 50 years, **A+ Auto & Home Insurance Plus** has been creating plans for education professionals. Here are some of the benefits that make the insurance plans unique in the industry:

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your car—whether it is locked or not—you're covered up to \$250

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## DMEA Calendar

- April 20, 2004  
DMPS School Board Meeting  
Open Forum 5:45 p.m.  
Regular Session 6:00 p.m.
- April 22, 2004  
Recognition Dinner  
Hotel Fort Des Moines  
6:00 p.m.
- April 30, 2004  
Last day you can receive a staff reduction notice
- May 4, 2004  
DMPS School Board Meeting  
Open Forum 5:45 p.m.  
Regular Session 6:00 p.m.
- May 6, 2004  
DMEA Executive Board
- April 30, 2004  
4:15 p.m.
- May 13, 2004  
Faculty Rep Assembly  
North High Cafeteria  
4:15 p.m.
- May 20, 2004  
DMEA Executive Board  
4:15 p.m.