



United, Protected, Connected



Member Involvement Needed to Increase School Funding

If you thought the latest cuts to school budgets was bad, just wait for the next round. Early estimates on funding for next school year indicate that schools across the state may need to cut 6-8% from their budgets. For Des Moines that could mean as much as a \$9 million cut.

Consider the following:

- Since 1996, state revenues have been reduced by nearly \$1 billion per year—for a cumulative loss of \$5 billion. This is slightly more than the entire annual budget for the state.
- Projections indicate that the state will receive \$10 million less revenue next fiscal year than they received this year.
- Sixty-six percent of school districts in

Iowa experienced no growth in their budgets in 2003.

We could go on and on, but you get the picture. It's time for educators, parents, and community members to tell the legislature that enough is enough. As part of this effort we are encouraging members to get involved in several activities this winter.

Roger Miller, a writer for the local *Press-Citizen*, has organized a community group called Education First that is planning a rally at the Capitol on January 27th. The group has met three times and needs people to help with organizing the rally and other events. You can reach Roger by e-mail at rogermiller@qwest.net.

On December 15th the Governor and Lt. Governor will hold one of six public hear-

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Nominations Due for ISEA Awards

Now is the time for association members to spotlight the accomplishments of someone who has made the difference in the life of a child. Each year the ISEA offers several major awards recognizing outstanding achievement by students, citizens, administrators and our members.

ISEA is accepting nominations for the following awards:

- The **Friend of Education Award** recognizes outstanding citizens who seek to improve education.
- The **Charles F. Martin Award** recognizes a member who has made a significant contribution to education through association involvement.
- The **Human Relations Award** is

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**Happy
Holidays**

from the DMEA
Staff and Executive
Board

Wellness Corner



Holiday Wellness

We're in the midst of the holiday season and are enjoying the many tasty foods available. It's important to keep in mind a few safety tips when preparing and storing those holiday meals. These simple suggestions come from the Food and Drug Administration.

- **Keep It Clean**—Wash your hands often during food preparation. Clean cutting boards, counters and utensils between food items. Use paper towels or disposable wet wipes.
- **Keep It Separate**—Raw meat, poultry and sea food should be kept separate from other foods in your grocery cart and refrigerator.
- **Keep the Correct Temperature**—Cook foods to the proper temperature to kill harmful bacteria. Heat leftovers thoroughly to 165 degrees F. Food should be moved from the oven to the table to the refrigerator within two hours. Leftovers that won't be eaten within four days should be frozen.

For those of you who may imbibe in too many holiday spirits here are some natural hangover cures that may prove effective. For headache, the herb feverfew may prove to be helpful. If you have an upset stomach, you might want to consider ginger. You can take ginger either in a capsule form or as ginger tea. The use of alcohol causes the body to dehydrate. Drink plenty of water before you turn in for the night. To avoid a lack of energy after a hard night on the town, a person should take a strong B-complex before drinking, before bedtime and again the next morning.

School Funding

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ings on the state budget. The hearing will begin at 5:00 p.m. in Building 6, Auditorium at the Des Moines Area Community College Campus in Ankeny. Members are encouraged to contact their building PTA leaders and to get a carload of concerned citizens to attend.

On January 9 and 10, ISEA will hold its annual Legislative Conference at the Adventureland Inn. The conference will include training on a variety of issues and will feature sessions with legislative leaders. There is no cost for

DMEA members. If you wish to attend please contact the DMEA office (471-8040).

DMEA and the Polk Suburban Uni-Serv Unit will be hosting our annual Legislative Reception for area legislators on January 21st from 5-6:30 p.m. in the Capitol Board room in the ISEA building. Polk County legislators have been invited to attend. This is your opportunity to let your legislators hear how you feel about inadequate funding for education. Refreshments will be provided and there is no charge to attend. You are encouraged to bring a carload of people from your building.

I Can Do It! Training Offered on Martin Luther King Day

ISEA is proud to offer teachers a new professional development opportunity focused on helping teachers effectively manage classrooms so that students will be more successful.

The **I Can Do It!** classroom management program was developed by the California Teacher's Association as a one-day training. It is designed to be used with K-12 teachers within their first five years of teaching. Included in the curriculum is information about the elements necessary for successful classroom management, learning styles, interventions for difficult behaviors, hints to create a smoothly flowing classroom, tools to build positive teacher/parent relationships and an opportunity to link with a partner for future support.

The initial training will take place on Martin Luther King Day and is tentatively scheduled for Capitol View Elementary. Molly Hagkull, a teacher at Capitol View, and Shawna Green, a

teacher at East will serve as trainers for the program. Both Molly and Shawna recently participated in an intensive three-day training to become trainers for the program.

Registration materials and information will be sent to each building or you can register on the DMEA web site at <http://www.dmea.org>. There is a registration cost of \$40 (DMEA members will receive a \$20 discount) that includes all materials, lunch and refreshments. The training is limited to 30 people.

Staff development credit through Heartland AEA will be available for the I Can Do It! Training. Those people desiring credit will need to attend additional evening sessions. Most of the staff development opportunities scheduled for Martin Luther King Day are building based. Teachers wishing to attend the I Can Do It! training should ask building principals for permission to attend.

Leave No Teacher Behind???

Richard Cohen, a columnist with the Washington Post, recently came up with a novel idea to lure the “best and the brightest” into the teaching field. Cohen says that in a field where the average salary is \$41,000 it is difficult to attract the “best” people. He proposes that the country create the Leave No Teacher Behind Act.

The plan would forgive all teachers their federal income tax. For a married teacher with two kids under the age of 14,

that would mean an additional \$4300 per year in disposable income. If states did the same thing the pot would be even richer.

Cohen doesn't think the Bush Administration will find his plan attractive. However, he believes it is time for the public to put its money where its mouth is. If people care so much about education and our children's future, it is time pay teachers what they are really worth.

Videos, Copyright, and the Classroom

Some questions have arisen about the use of video recordings in the classroom. The district has recently received a warning about the use of copyrighted materials and, because of this, principals may be a bit more particular about the use of video-taped materials in the classroom. This is a good time to review the laws that pertain to the use of copyrighted video in the classroom.

The Copyright Act of 1976 protects works such as films and videotapes. Possession of a film or video does not give the owner the right to show the work as they please. The copyright owner specifies, at the time of rental or purchase, the circumstances in which a film or video may be shown publicly. For example, videocassettes or DVDs from a video rental outlet usually bear a label that says, “For Home Use Only.” However, in certain instances these products can still be used in a classroom.

The law specifies that these products may be used by teachers or students in the course of a “face-to-face” teaching activity. The video cannot be shown if the copy was not lawfully made. It is also important that the content of the film or video have a strong relationship

to the content of the course. In other words, you cannot show any video for entertainment or recreation, regardless of the work's content.

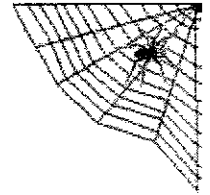
Educators also have limited rights to use video tapes of broadcast television programs. Educators can use taped programs from broadcast television (ABC, CBS, NBC, Fox, PBS, UPN or WB) under the following conditions:

- The program can be used only once with each class.
- The program must be used within 10 days of recording.
- The program must be erased after 45 days.

Under Fair Use guidelines a program may not be taped in a school building unless a teacher specifically requests it.

Cable TV networks are not covered by the same guidelines as broadcast networks. Some programs require permission from the network. A good reference to use in determining the copyright for cable programs is Cable in the Classroom. You can access their web site at <http://www.ciconline.com>.

Caught in the Web



We're rapidly approaching the 50th anniversary of the landmark Brown vs. Board of Education case. The DMEA Executive Director has numerous primary resources on the case from his teaching days or you can visit the following web sites to learn more about the case.

Brown @ 50 Fulfilling the Promise

<http://www.brownat50.org>

This site from the Howard University School of Law contains a chronology of the events leading up to the court case.

Brown Foundation

<http://www.brownvboard.org>

The foundation was formed in 1988 and provides many user friendly resources for teachers. The site contains student activity guides and an interactive map of the Topeka area.

Brown Matters

<http://www.brownmatters.org>

The NAACP Defense and Educational Fund has created this site. It has a number of quality resources available.

National Archives Digital Classroom

http://www.archives.gov/digital_classroom/lessons/brown_v_board.html

This site contains a number of primary resource documents and teaching activities that guide their use. The site is intended primarily for high school students.

Oral History Collection

<http://www.kshs.org/research/collections/documents/personalpapers/findingaids.htm>

The Kansas State Historical Society holds most of the original documents from the case. On this page scroll down until you come to the case. One click will take you to a 147 page reference to the case and background information.

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DMPS to Use New Checks



Starting with the December 19th payroll district employees will notice a welcome change when they receive their pay. In response to complaints concerning personal information on payroll checks, the district is debuting a new check format. The new checks will come in a sealed envelope with only the employee's name and address on the outside. Employees will need to remove stubs at both ends of the envelope before opening the check.

In addition, the district plans to begin encouraging more employees to take advantage of direct deposit. While the majority of employees take advantage of this, there are still some who want an actual check. With direct deposit the employee does not have to worry about pay periods that fall during holidays or during times when school is canceled due to inclement weather. Pay is simply deposited in your account on the designated pay day. In addition, direct deposit saves the district money during these difficult financial times. If you are interested in changing to direct deposit you can contact the payroll office and have the proper authorization forms sent to you.

Nominations Due for ISEA Awards

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presented to an individual or a group for exemplary contributions toward the advancement of human and civil rights.

- The **TEAM Award** is designed to honor a school administrator who worked to create a collaborative environment for staff in a building

or district.

- The **Educational Support Professional Award** is given to recognize outstanding contributions by support staff to advance the ISEA and ESP.
- The **Beacon Award for Educational Excellence** is given to an outstanding local association.

- The **NEA Foundation Awards for Teaching Excellence** is awarded to one member who promotes excellence in teaching and advocacy for the profession.

Detailed information and guidelines for the awards are available in the DMEA office. The deadline for most awards is January 15, 2004 (the ESP Award has a February 1 deadline).



DMEA Calendar

- December 15, 2003
Governor's Budget Hearing
DMACC-Ankeny
Building 6, Auditorium
5:00 p.m.
- December 18, 2003
DMEA Executive Board
5:30 p.m.
- December 19, 2003
20 Minute Early Dismissal
Winter Break
- January 6, 2004
DMPS School Board Meeting
Open Forum 5:45 p.m.
Regular Session 6:00 p.m.
- January 8, 2004
DMEA Executive Board
4:15 p.m.
- January 9-10, 2004
ISEA Legislative Conference
Adventureland Inn
- January 15, 2004
FR Assembly
North High School Cafeteria
4:15 p.m.
- January 21, 2004
DMEA/Polk Suburban Legislative Reception
Capitol Board Room-ISEA
5:00 p.m.