

October, 2004



United, Protected, Connected

DES MOINES EDUCATION ASSOCIATION

DMEA TEMPO

Meet The DMEA Interim Director...

September 16th Randy Richardson became the new Lincolnway UniServ Director. Retired ISEA staff member Bill Unger will be temporarily serving as the executive director until DMEA hires a new executive director. Bill has had thirty three years of experience serving members. He has served as a local president, negotiator and grievance processor. He worked part-time as a field representative in Vermont and was one of five UniServ Representatives in Fairfax County, Virginia before coming to Iowa in 1976. Bill held two positions with

ISEA. From 1976 to 1987, he was ISEA's grievance specialist in the field services division. From 1987 through 2004, he was a staff attorney in the advocacy services division. Since joining DMEA on September 16th, he has already worked with over 30 Des Moines school employees.

If you have a question you can call the office (471-8040) or e-mail Bill at bunger@isea.org.

Early Retirement Meetings '04-'05

These are the ONLY workshops that will be offered prior to the early retirement notification deadline of November 1st, 2004.

The following dates have been set up for the retirement seminars facilitated by Roger Hudson and Pat Moran:

Session A

Wednesday, October 20th, 2004 at North High Cafeteria 4pm-6pm

- DMPS Early Retirement Plan -Twyla Woods
- Insurances (district)-Cathy McKay
- Social Security and IPERS/DMTRS-AI Motley

Session B

Thursday, October 21st, 2004 at Harding Hills 6pm-8pm

- Medicare (parts A and B, Supplemental), Long Term Care-SHIIP-Wayne Adair
- IPERS Retirement Plan-Kevin Wenndt
- DMTRS Retirement Plan-Roger Hudson

PLEASE NOTE:

These are open to ALL district employees who are considering the possibility of retirement within the near future. We also suggest and encourage the attendance of your spouse.

If you are interested in attending, please email Dorothy Martin, Executive Secretary, Human Resources, dorothy.martin@dmps.k12.ia.us

If you do not have access to email, please feel free to call Dorothy at 242-7662.

New ISEA Educator Access Cards Coming Soon!!

ISEA members will receive their new, personalized "Educator Access" membership cards. New members will receive their cards in the mail once their membership information is processed.

Meanwhile, you can still take advantage of discounts and special back-to-school savings using your old card. You will need to activate your new card by logging in to "For Members Only" area of the ISEA Web site at www.isea.org/members/restricted/ and typing in the number that appears on your card. While you're there, you can sign up to receive regular e-mail updates on the latest deals and promotions using your personal e-mail address. To change your address, just click on the "My Profile" button.

Go to "Savings Calculator" this is a new tool provided by Access to help members see how much money they can save using the Access program. To use this feature, simply follow the steps listed below:

- Log into the site and click on the menu item "Savings Calculator."
- Fill in the boxes with your estimated guess on how much you go out to eat, go to a movie, travel, etc.

If you have questions or run into problems using the card, call the toll-free customer service number that appears on the back of the card (1-866-204-8462).

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Cell Phone Discounts for DMEA Members!



ISEA UniServ Director (and former DMEA member) Jeremy Kunz recently discovered that members have access to a variety of discounts for cell phone service. Below are the details for each company:

AT&T 30% discount + 30% more free minutes. You can sign up by telling the store worker that you work in education.

Sprint 18% discount on bill. Educators can sign up by using discount code #0011866117

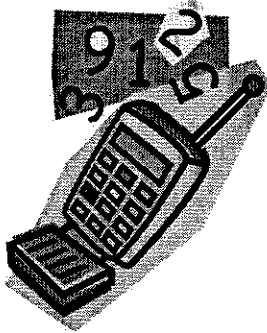
Nextel 10% discount on bill. Members must order a phone through neamb.com

Verizon They offer the most complex discount plan. Members can receive:

- * 12% discount on non-promotional pricing (monthly price plan)
- * 8% discount on promotion pricing (monthly price plan)
- * 1000 handset pricing (verses Retail)

At this time educators need to work through the Direct Channel (verses going into the Retail Stores) to obtain new service or to add discounts to existing Verizon Wireless (VZW) lines if they wish to receive the discounts. The primary point of contact for employee business is Fred Reese (fred.reese@verizonwireless.com or 515.321.2010). The secondary contact is Amy Ann Pearson (amyann.pearson@verizonwireless.com or 515-371-3710).

The Verizon reps prefer that e-mail is used for communication. This is particularly true for existing customers who wish to add the discount. When adding a discount a contract end date maybe impacted (extended). Equipment is shipped at no charge via Federal Express using their 2 day service.



“Creating Healthy Lifestyles One Member At a Time!”

Aspen Athletic Clubs are offering a special rates to DMEA members.

Aspen Athletic Clubs is the Midwest’s only “limited enrollment” athletic facility. Aspen offers innovative and sincere member services combined with a variety of amenities to aid you in achieving your fitness goals.

Aspen’s Certified and Knowledgeable Professionals can tailor your experience to meet and even exceed your desired results. Aspen is not only a great place to lose weight, firm muscles, and get into shape, it is also the perfect place to meet new people. Grab a friend a visit your nearest Aspen location today!

Amenities Include:

- 100+ Pieces of Cardio Equipment
- State of The Art Free Weight Area
- Cardio Theater
- Swimming Pool, Jacuzzi, Sauna, Steam Room
- Women’s Nutritional Programming
- Women’s Only Workout Room
- Group Exercise Studio (Super Step, Body Pump, Cardio Kick Boxing, Yoga/Pilates)
- Cycling Studio
- Basketball Courts
- Certified Personal Trainers/APEX Nutritional Center
- Indoor/Outdoor Tennis Courts
- Private Tennis Lessons and Clinics
- Martial Arts—Youth and Adult
- Kid’s Klub, Activities, and Nursery
- Executive Locker Room
- Massage Therapist
- Tanning Beds

*Amenities do vary at each location.

www.AspenAthletic.com

Special DMEA Rates:

All Locations with No Joining Fees

(this is for both metro locations)

- Single \$44/month
- Couple \$64/month
- Family \$79/month

One Lotion with No Joining Fees

(this is for one metro location)

- Single \$34/month
- Couple \$54/month
- Family \$69/month

10930 Hickman Road, Des Moines—515-278-2582. Ask for Ryan

SE 14th & Army Post Road, Des Moines—515-287-2582. Ask for Cory

2120 Edgewood Road, Cedar Rapids --319-654-0123 Ask for Jeremy

CAUGHT IN THE WEB:

This month we feature a variety of web sites for your personal use...

Acronym Finder

<http://www.acronymfinder.com>

This guide contains information to help voters determine which candidates truly support public education. It includes sample questions and talking points.

PayCheck City

<http://www.paycheckcity.com/NetPayCalc/netpaycalculator.asp> Do you suspect the district is paying you an amount different than you anticipated? If so, just insert the numbers into Pay-Check City’s calculator and see if a discrepancy exists.

Thousands of Newspapers on the Net

<http://www.onlinenewspapers.com/index.htm>

You can keep up with everything from your hometown newspaper to news from around the world on this site.



Get The Facts, Don't Act on False Assumptions!

False Assumption 1

The association has to represent non members

FACT- This assumption is not correct. The Association does have a duty to fairly represent members and non members under the collective bargaining agreement. The Association owes no duty to non members outside the collective agreement. Unlike some other states, in Iowa, matters such as but not limited to, employee discipline, dismissal hearings, licensure defense, criminal defense, unemployment compensation, are covered by statutory processes, not collective bargaining.

False Assumption 2

Iowa teachers have tenure.

FACT- Iowa does not use the term tenure. In Iowa teacher's are either probationary or they are not probationary. Both probationary and non probationary teachers are entitled to a notice stating the reasons for terminations and if they meet the short time limits of requesting a school board hearing, are entitled to a hearing before the school board. The difference between probationary and non probationary employees is that non probationary employees have a right to appeal the school board's decision.

False Assumption 3

All legal service plans provide same the same service.

FACT-Most legal service plans provide coverage for negligence defense, but do not provide legal services for job security employment and licensure problems. You should pay special attention to the promises being made and the details of each plan. The ISEA legal serve program is not insurance, but is a member benefit. With the exception of criminal defense costs the legal fees and costs are unlimited and are free to the member. Other

organizations' plans are offered through an insurance policy and wither have dollar benefits limits or limited conditional reimbursement of the teacher's out of pocket expenses. You should carefully inquire when considering the plan what types of actions are covered, what the limits of expense or the limits of reimbursement are, as well as other conditions of assistance, as well as attorney's length of experience litigating school employment disputes. Also, you need to make sure you're plan's attorney will travel to your district to meet with you as opposed to just talking with you on the telephone. A comparison and critique of plans will be published in the future. We are confident that the theme "You Get What You Pay For" will be self evident!

False Assumption 4

My plan is better than your plan because my plan offers \$2,000,000 coverage and your plan offers only \$1,000,000 coverage

FACT- High dollar coverage statements relate to tort liability defense. This is generally meaningless coverage because the coverage is secondary coverage. Primary coverage is provided by the employer under the Municipal Tort Liability Law. Beware the plan that makes it appear that all legal services fall under this amount. Such a claim would be blatantly false. It pays to know the facts!

Get Active!!!!



Get active in this year's election on the local, state, and national level! Think globally, act locally!

Support DMEA/ISEA/NEA recommended candidates with more than your vote. Volunteer to campaign!

President-John Kerry - www.johnkerry.com-515-558-9594

U.S. Senate -Art Small - www.artsmallforsenate.com-866-295-8527

U.S. Rep.-Leonard Boswell www.boswellforcongress.com-515-243-1418

The following state campaigns have been targeted by ISEA in our area.

HD 69-Dave Campbell-www.dave4iowahouse.com-515-289-2970

SD 32-Laura Sands-www.sandsforsenate.org-515-558-9580 ext. 327

SD24-Russ Wiesley-www.russwiesleyforsenate.com-515-224-0227

DMEA in cooperation with Education First is also targeting this House race in Ankeny.

HD 70Rob Tucker - www.tucker2004.com-515-276-8282

Contact and join MoveOn.org/Democracy for America's "get out the vote" effort to LEAVE NO VOTER BEHIND. Go to www.democracyforamerica.lnvb-515283-2042

Blue Access and Flu Shots

A DMEA member was recently given inaccurate information about coverage under the new Blue Access health insurance plan. Those of you who get flu shots should know that they are considered immunizations; they are covered for adults and paid in full. Any



claims for flu shots submitted to Blue Access should be covered in for all DMPS employees.

If anyone encounters a problem with the change to Blue Access insurance please contact the DMEA office.

**DES MOINES EDUCATION
ASSOCIATION**

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ayoung@dmea.org

**Bill Unger, Interim Executive
Director**
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Sharon Nelson, Office Manager
snelson@isea.org

Doug Smith, Secretary
dsmith@isea.org

A Message From Our President...

If not us, who? If not now, when? This popular saying comes to mind when I think of our current political state of affairs. The unprecedented federal intrusion into our schools and classrooms, which comes in the guise of a hollow, misleading title "No Child Left Behind," has already begun to lower the quality of education nationally. It is no longer just on the horizon. It has reached us and is being felt throughout our district. The climate of fear and tension which comes with increasing the stakes of *poor quality testing* is being felt far and wide. Out of this fear, our district is rushing ahead of schedule and doing more to increase its invasive presence than even the federal laws necessitate. When coupled with our chronic underfunding from the state legislature, which is also a result of partisan politics, one can quickly see that public education is indeed, whether one likes it or not, political.

If we do not get involved in the political process as informed citizens and public school employees, then we naively defer our own future, as well as the future of the children we touch daily, to the judgment of those who know and care less than we do about our schools and our children. *We do not give up our citizenship when we become public school employees.* In fact, our work gives us an important perspective needs to be heard in the public debate. We cannot hope that others will speak for us more clearly than we can. Our views will only be heard and considered to the extent that we speak out and participate.

This includes monitoring what is happening in our own district and speaking out in thoughtful, constructive ways when things are not in the best interest of children. Immediately inform DMEA regarding problems or concerns you have with new increases in testing, benchmark test prep, and pacing guides, etc. This experiment in improving schools primarily via improving test scores on narrow, limited tests, is not one in which professionals should just remain silent if there are real concerns.

Part of our responsibility as public school teachers is to advocate for the children. We cannot continue to operate as if the choices made outside of the classroom have no impact on our children and our ability to develop them to their fullest. We have a responsibility to be political in ways that go beyond just showing up at the polls. We still have many things to do this election season. Much of the work is being done the same very few people who do great work beyond their means. They

are to be commended. We are on the move and more than viable. But so much is at stake to leave this to chance or the hands of the few. So much more could be done if you were to get involved now and work for just a few hours prior to the election.

First, do not neglect to talk to colleagues, friends, and family and make sure all are informed about the issues facing public education and the importance of their vote. You cannot assume they know. Many only know the deceptive title of the recent federal education and do not know the real issues behind this recent political intrusion into public education. Many are uninformed about funding and do not know that the strings are attached with the funding often bypass the children, schools, and districts and go directly to for-profit testing and test-prep publishing corporations. That leaves us with real net losses in funding even if politicians say they are giving more.

Beyond your personal efforts with those you know, please try to spend a few hours between now and the election to be more formally involved in the election process. There is so much to do and so little time. Yet there is still time to make a critical difference. Things are close. Your efforts matter. Get involved in a campaign for a pro-public education candidate. Call or email DMEA if you need more information and to ask how you can get involved. Please do not leave it to others to do. That is not the same as all of us doing our part. Who more than us are better informed about our schools and the needs of children?

Yes, education is unavoidably political. The real question is whether or not the political efforts to influence education will include the voices of those closest to the children. Will it include our voice? Will you add your voice? The stakes are critically high. Decisions loom on the political horizon that could solidify the recent political changes and make them have permanent impact. We have time to change that. Things are not yet entrenched regarding the so-called NCLB Act or state funding. We can still make a difference. Our efforts truly matter and are seriously needed this year. Act outside of the classroom to protect your ability to make a difference in it. If not us, who? If not now, when? The time is now and there is no one better than you. Become the change you seek.

Alan

Recommended Senate Candidates

- Laura Sands-District 32
- Dick Dearden-District 34

Recommended House Candidates

- Jo Oldson-District 61
- Bruce Hunter-District 62
- Dan Scannell-District 63
- Janet Peterson-District 64
- Wayne Ford-District 65
- Kevin McCarthy-District 67
- Rick Olson-District 68
- Dave Campbell-District 69
- Rob Tucker-District 70
- Rod Fee-District 73
- Mark Davitt-District 74



DMEA Calendar

- October 21st, 2004
Faculty Rep. Assembly
North High Cafeteria
4:15 p.m.
- October 27th, 2004
DMPS In-Service Day
- October 28th, 2004
DMEA Executive Board