

DECEMBER CALENDAR

• • • • •

**Tuesday,
December 1**

Executive Board
DMEA Office
4:00 p.m.

**Monday,
December 7**

GA/LA Committee
DMEA Office
4:00 p.m.

**Thursday,
December 10**

Faculty Representatives
North Cafeteria
4:00 p.m.

**Monday,
December 14**

IPD Committee
DMEA Office
4:00 p.m.

**Thursday,
December 17**

Executive Board
Salisbury House
4:00 p.m.

SPOTLIGHT ON GOVERNMENTAL AFFAIRS COMMITTEE

Under the leadership of Deb Henry, after many months of diligent effort, the DMEA Governmental Affairs Committee (GA/LA) can relax for a short time before the lobbying of the legislature begins. The candidates recommended by our committee and the ISEA PAC committee achieved the following results:

U.S. President:

Bill Clinton Elected

U.S. House of Representatives:

Neal Smith Elected

Iowa Senate:

Marlene Kavan Defeated by Gene Maddox

Mary Kramer Elected

Elaine Szymoniak Elected

Iowa House:

Tom Baker Elected

Mike Cataldo Elected

John Connors Elected

Mark Haverland Elected

Jack Holveck Elected

Denny Renaud Elected

Matt McCoy Elected

Matt Scott Defeated by Betty Grundberg

Congratulations to the Committee for their commitment to the Association and to public education. Not only did they provide communication between members through use of the phone banks and their own newsletter, but they also gave of their time in door-knocking for candidates. They have taken into their hearts and their lives the old Association adage:

Every decision that effects public education is a political decision.

Now let us join together to assist them and public education by having each one of us give sufficient time to the cause to contact our legislators and the governor to keep them informed of the necessity of supporting public education.

SPOTLIGHT ON IPD COMMITTEE/HUMAN RELATIONS COMMITTEE

On October 8th, the combined efforts of these two fine professional committees were actualized at the annual IPD/HR Workshop. Attenders were impressed with the usefulness of the two sessions offered: Mike Hopkins on Attention Deficit Hyperactivity Disorder (ADHD) and Jim Smith, ISEA Associate Executive Director of Advocacy Services and Jeff Hartshorn, West Des Moines policeman on Educators and the Law. It is through the combined work of these committees that we are able to present topics of interest, relevance and usefulness to our members. We appreciate the leadership provided to IPD by Mary Channell and to HR by Janis Bowden. It will be exciting to discover what they have in store for us next year. If you have suggestions or special requests, be sure to let us know.



MARY D. LANGE

From the Director...

FLEX 125

In the last issue of **TEMPO** we mentioned the benefits of participation in the 125 plan. Some of you have called with questions or the desire to take advantage of this benefit. Unfortunately for the latter individuals, there is only one time of year when you may sign up: June is the deadline.

The federal law that makes this plan possible also limits the sign-up time. In addition, you need to know that you will be very limited in making changes during the year. Therefore, you need to determine before the June deadline what your level of participation should be and fill out the required forms. Next year investigate the potential for saving yourself and the district significant dollars by participating in the 125 plan.

EVALUATIONS NEED A RESPONSE

By this time of the school year, many of you will have been evaluated on your classroom performance. Remember that you have the contractually protected right to respond to your evaluation. This applies to positive evaluations as well as those that reflect problems as observed by the evaluator. You may wonder why I believe that you should respond to positive comments. Experience has taught me that sometimes there are changes in people's perception. Therefore, it's a very good idea to reinforce their positive perceptions. If you have questions or problems about your evaluation, please call DMEA and we will review your situation.

BARGAINING STATUS

The 1992 legislature changed the way schools will be funded and the dates bargaining will be completed. The governor is to submit his budget proposal to the legislature in January. Then the legislature is to act on his proposal and send him the appropriate bills for his signature in February. Of course, there could easily be extensions and delays in this process. In the meantime, the bargaining process is to have begun, with impasse declared 120 days before May 31 (Jan.). Mediation may then be requested. If mediation doesn't produce a settlement, then the parties may file for binding arbitration, to occur no later than May 13. Considering these timelines, the DMEA bargaining team is currently doing background work and study to prepare for the negotiations season.

REMINDER

If you are absent from a position for a semester or more, there is no guarantee that you will return to the same position or assignment. This has been the practice of the District and the Association for some time.

102 RULES

For your protection, I will provide in this space a review of rules which may affect your professional life in a negative manner. Department of Education Chapter 102 is the "Procedure for Charging and Investigating Incidents of Abuse of Students by School Employees" . . . Some important points for employees to remember:

Definitions include:

"Physical abuse" means **nonaccidental** physical injury to the student as a result of the actions of a school employee. Injury occurs when evidence of it is still apparent at least 24 hours after the incident. **Physical abuse may occur as the result of intentional infliction of injury or excessive, unnecessary, or unreasonable use of force.**

"Sexual abuse" means any sexual offense as defined by Iowa Code chapter 709 or Iowa Code section 728.12(1). The term also encompasses acts of the school employee that encourage the student to engage in prostitution as defined by Iowa law, as well as **inappropriate, intentional sexual behavior by the school employee toward a student.**

Next month I will continue to provide more of the details of these rules, as space allows. If you have questions or concerns or if you have been informed that there is an investigation of an allegation of abuse, please call me at the DMEA Office.

LOBBYING

In the very near future I will begin concentrated efforts to meet with legislators and advise them of the issues which concern our members and the positions which the Association has adopted. Their attention to my efforts will be directly related to the number of members they believe I really represent. We are now 2100 strong; we need to let the politicians know that we stand together. Please take those few minutes to make that call or write that letter. Following is the message we need to take:

There must be adequate funding for school finance to maintain current programs in our schools. ISEA is requesting that spending on public schools be increased by 9%, or \$116 million, based on a 6% allowable growth rate. **This proposal includes no growth for additional programs or to work on school reform efforts.** Included in the proposal is \$90 million for regular program budgets, \$11 million for special education, early childhood development grants and vocational education; and restoration of the \$14.5 million cut from Phase III by the last legislative session.



KRIS MESICEK

From the President...

"Iowa is the envy of the nation when it comes to education." These were the opening comments of Willard Daggett as he addressed the Phase III Conference sponsored by the Department of Education in early November. However, he qualified that praise by going on to say:

"We desperately need reform — not because schools are doing poorly, but because the world is changing. The skills our children need are changing. Schools are not changing as rapidly as society and the gap between the rate of change is widening."

Daggett pointed out that college is no longer the ticket to success in a global economy where the entry level skills, knowledge, and behaviors are considerably different than the skills needed for success in school and higher education. As a country, we are faced with a growing number of functionally unemployable college graduates.

Daggett contends that what we teach is no longer connected to the world in which we live. He illustrated this point by citing a recent Carnegie Study that found that the most technology-proficient age group in the United States are 10 to 12 year olds. If you need someone to show you how to program a VCR, find a 10 year old. Unfortunately, the 10 year old most likely did not learn these skills in school.

It is unfair to make a direct comparison between American schools and those of other countries, but there are lessons

that we can learn from each other. The rest of the world may look to the United States for leadership in educational equity and the development of student self-esteem and creativity, however, the curriculum that is taught in most of our schools is very similar to what was taught back in the 1950s. In contrast, European and Asian schools have revised and integrated their curriculums to more closely match the way adults must function as adults in their roles as a citizen, family member, worker, life long learner, and consumer. Very few adults use the academic disciplines in isolation.

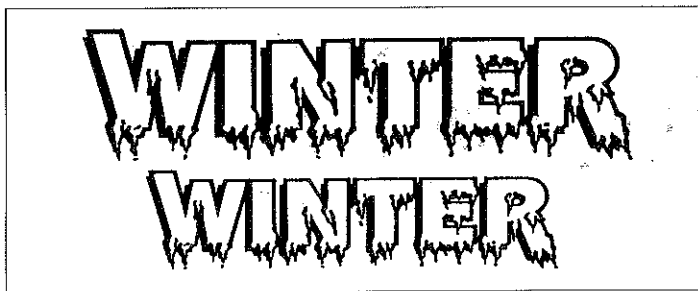
Daggett believes that schools must increase the relevancy of our curriculum and the way we structure our schools. For instance, much of what we do in schools is focused on the acquisition of knowledge with little opportunity to apply that knowledge in situations that require skills in synthesis and critical analysis and evaluation. Our reading curriculum tends to be literature based with very little opportunity to develop the technical reading and writing skills required by the business world.

Daggett raises some interesting points. What he does not address is how to make these changes at a time when funds are being cut from education. We are struggling just to maintain what we have, much less restructure. Once again, we come face to face with the issue of making education a state and national priority. My hopes brightened with the election of Bill Clinton. Now we have someone in the White House who truly understands that public education is part of the infrastructure that supports our economy and society. I am looking forward to seeing a real-life education president who will demonstrate his value of family and education with action.



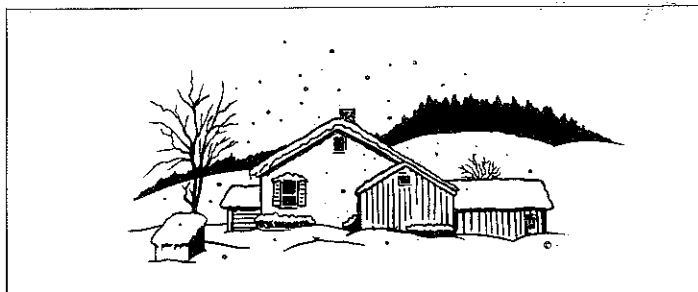
American Education Week

The Des Moines Education Association highlighted American Education Week on November 9 by having Mayor John (Pat) Dorrian sign the official proclamation, which was then delivered to the Des Moines Community School Board on November 17. During the week of November 16-20, several DMEA members participated in the Teacher for a Day program, inviting community leaders to come to their classroom to teach with them for the day. Leaders included at least one school board member, a doctor, two U.S. West employees, a banker, an insurance company employee, some individuals from private industry, and DMEA Executive Director, Mary Lange. This program has proven to be an effective means of demonstrating to the public that education in America is alive and functioning better than much of the public attention would indicate.



Another Member Honored

Harding Middle School teacher Martha Cumpton has been selected as Project Business Teacher of the Year for 1992 by the Junior Achievement of Central Iowa. Recently she received a congratulatory letter from DMPS Board President, Gloria Hoffmann. We add our cheers to those of the Board!



Hit the Books, Bookmarks

We have a good supply of bookmarks from ISEA, Major League Baseball and the Major League Baseball Players (MLB). Featured on each bookmark is a quotation and the signature of a baseball hero. Each quotation reinforces the importance of reading. The theme is "*Hit the Books, Give School a Major League Effort*". These are available to DMEA members at a reduced price. For availability and price, call Carol at the DMEA Office. She will sell them on a first come first serve basis.



ISEA Delegates to NEA RA

Members interested in becoming State Delegates to the NEA Representative Assembly will find nomination forms in the November **Communique**. The ballot will appear in the February **Communique**. The Assembly will be held in San Francisco June 30 through July 5. Delegates from DMEA will be elected in March. In the past, we have been able to elect twelve; however, with the increase in our membership, there may be more positions available. In March we will also be electing half of our delegates to the ISEA Delegate Assembly for two year terms.

Happy Holidays
