

MAY CALENDAR

May 3

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

May 4

Teacher Appreciation Day

May 6

Executive Board
DMEA Office, 4:00 p.m.

May 10

IPD Committee
DMEA Office, 4:00 p.m.

May 11

Department of Associates
Appreciation Dinner
Dutch Treat at the
Olive Garden

May 13

Faculty Representatives
North Cafeteria, 4:00 p.m.

May 17

Human Relations Comm.
DMEA Office, 4:00 p.m.

May 20

Recognition Dinner
Des Moines Golf &
Country Club
6:30 p.m.

May 27

Executive Board
DMEA Office, 4:00 p.m.

May 31

Memorial Day Holiday
DMEA Office closed.

RETIREES HONORED

On May 20, the Des Moines Education Association will be honoring members who are retiring from the district. This annual celebration for our dedicated colleagues will be held at **6:30 p.m. at the Des Moines Golf and Country Club**. Tickets are available by reservation with Faculty Representatives or by calling the DMEA office. The **deadline is May 14** and cancellations must be received by May 18 to receive a refund. At 5:30 p.m. a cash bar will be available. In April, invitations were sent to members in buildings and to retirees at home. Those being honored are :

Harold Baeth	Carolyn Blackledge	Mary Bondy
Virginia Boys	Alvin Branson	Ramona Brooks
Joyce Burch	Frank Burton	Loren Chellen
Mary Lou Clemons	LaVon Cooper	Ruth Fellers
Violet Fosselman	Eleanor Gilreath	Margaret Goldsmith
Barbara Gray	Eleanor Hopkins	Richard Johnson
Virginia Johnson	Gerald LeBlanc	Kay Main
E. Jane Miller	Marilyn Mitchell	Mary Jo Roter
Sarah Ruth	Paul Sloan	Velma Stotts
Richard Thomas	Ruby Wheatly	Patricia Wren

Also honored at the dinner will be the DMEA "Friend of Education", **Art Long**, long-time DMEA member, now retired; "Volunteer of the Year", **Jacky Brush**, who was nominated by the Windsor elementary staff; George Fischer Scholarship Winners, **Julie Wilkerson**, Valley High daughter of Robert Wilkerson, teacher at Hoover and **Roger Dann**, Roosevelt, son of Stephen Dann, teacher at Roosevelt; and DMEA "Ruth Foster Award" winner, our own DMEA member, ISEA President, **Angie King**.

MANY THANKS

The following was submitted by Merlin Pappenheim, Chairperson of the Ad Hoc Committee which has been working on the compilation of data related to discipline problems in the middle and elementary schools.

"The Ad Hoc Committee on "Exploring an Alternative Elementary and Middle School", would like to take this opportunity to thank all staff members who took the time to complete and return our survey. We know that you are busy and took time out of your busy day to give us your input. We really do appreciate that. We are currently tallying the data and studying the results. We will give a preliminary report to the April FR meeting on April 15 and hope to have a comprehensive report and an action plan ready for the May FR meeting."



From the Director... able to do that for you. However, the district was

MARY D. LANGE

Happy Teacher Day! This May 4 the nation recognizes the invaluable contribution to our society that is made daily by teachers. Kris has included some valuable quotations in her *Message*

insistent for many sessions that we try to limit the increase in the premium, which is anticipated to go up by **a whopping 19%** for 1993-94. Even though we were able to continue the current contract language which provides that the district shall pay the full premium, the *cost to each employee will be felt!* That cost is not coming straight out of your pocket, but it has the effect of limiting what we can bargain as an increase in your salary.

in this issue. In reading her article, I was again reminded that it is very common for those of us who are involved in your association to have a united message, not because we fashion it together, but because we truly believe in the employees of public schools in this country.

Bargaining completed for 1993-94

In the rather wee hours of the morning of April 10, we finished the negotiating of a tentative agreement for the associates' contract. A few hours prior to that, we had likewise reached agreement for the secretaries, and a few hours earlier, had also determined the conditions under which teachers would be working in the district. We were very gratified with the overwhelming support that we were given by the ratification vote. Thank you all for your confidence in your Negotiations Committees. I would like to take this opportunity to publicly voice my appreciation for the long hours, the intense training in which they participated, and their support of my efforts on your behalf. *THANKS to:*

Teachers Cadre

Patty Trump	Russell Fisher	Christine Gammell
Garrett Nyman	Jean Phillips	Russ Poggemann
Hance Throckmorton		Mary Channell

Secretaries Committee

Mary Lou Briles	Dee Chambers	Holly Knause
Carol Lang	Marilyn Matzke	Shirley Mitchell

Associates Cadre

Lois Blum	Durene Kasner	Rhonda Anderson
Trellis Johannsen		

These fine member/leaders listened to your concerns and reflected them at the table and in our caucuses. Certainly we were not able to secure everything that you and we wanted, but we are satisfied that, in this trying economic climate, we secured a very competitive settlement.

Insurance retained

What we heard the majority of our members say was, "Keep our health insurance benefits in tact!" We were

At the table we argued that there are means to reducing some of those premium costs. However, we were insistent that we need to all work together to determine what those "cost containment" measures should be. Bringing a package which was designed, not by the users, but by the insurance carrier, is not the most effective way to provide quality coverage at a reasonable cost.

The district finally agreed with us, notably because we have been working hard through the Health Benefits Advisory Committee to address the very issues which need to be examined. Now that we have come this far with bargaining and with the committee, we will be soliciting your involvement. The committee is developing a survey for all employees, not to ask if you want to continue with quality coverage - that's a given - but to ascertain the ways in which members of our benefit group would be willing to help to limit further increases. In addition, we will be hearing presentations from our current carriers and from some employee/employer groups who have managed to cut down on the increases in their own health costs. When you receive your survey in the fall, please give it priority attention; we need to continue to represent your interests.

Associates' future uncertain

The district has announced that associate positions, or lack thereof, will not be announced until May 28. Because teachers who may be overstaffed will receive their notices by April 28, some members have felt that this policy is unfair. However, we have agreed with the district because it is less disruptive to our members. The reason is that the grants which fund many associate positions will not be announced until sometime in May. If those announcements should come after May 28, then associate positions will be overstaffed so that effected employees will have the opportunity to apply for unemployment benefits. Eligibility for those benefits

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From the President...

KRIS MESICEK

“Honoring Those Who Help Us Learn”

is the theme of this year’s National Teacher Day on May 4th. The National

PTA has also declared the week of May 2 - 8 Teacher Appreciation Week. It is only fitting that there be a national recognition of the critical role we, as teachers, play in society. In the words of that famous philosopher, Anonymous:

“The world seldom notices who the teachers are, but civilization depends on what they do and what they say.”

There are days when teaching is a very frustrating occupation. This is especially true in view of the increasing demands placed upon us and the challenges that our students present in the classroom. And when we see baseball players and football stars signing million dollar contracts, it is hard to believe that our society values our profession.

Alan Page, a former pro football player and now serving on the Minnesota Supreme Court noted:

“We ask teachers to do what we’d never ask anyone else in society to do — and for next to nothing.”

Yet each day we walk into the classroom and look into the eyes of our students, we are reminded of why we went into education. Each of their successes becomes our success. It is the kind of success that cannot be measured with any dollar amount. It’s value is intangible, but nonetheless very, very real. We must never underestimate the power we have to influence a child’s life.

“The future of the world is in my classroom today, a future with the potential for good or bad. ...Several future presidents are learning from me today; so are the great writers of the next decades, and so are all the so-called ordinary people who will make the decisions in a democracy. I must never forget these same young people could be the thieves and murderers of the future.

Only a teacher? Thank God I have a calling to the greatest profession of all! I must be vigilant every day, lest I lose one fragile opportunity to improve tomorrow.”

Ivan Welton Fitzwater

To the Members of DMEA,

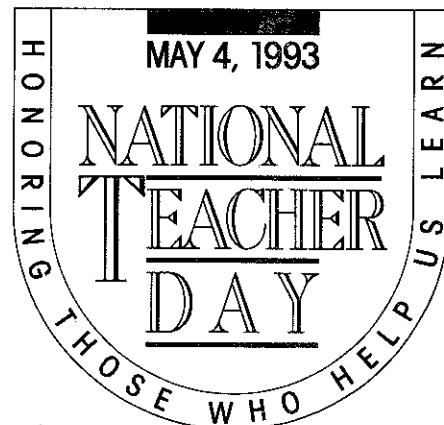
As another school year comes to an end, I would like to take this opportunity to express my appreciation to all of you who work so hard to bring about the successes of this Association. Your active involvement in making decisions, lobbying the Legislature, serving on district committees, plays an important role in the strength of our organization. I would like to extend a special thanks to those who provide leadership to DMEA and serve as the backbone of this organization. This includes the Faculty Representatives, the Committees and Committee Chairs, as well as the members of the Executive Board.

We are also fortunate to have Mary Lange as our Executive Director and the wonderful assistance of Bev Perkins and Carol Schmacker in keeping the DMEA office running smoothly.

Once again, thank you for giving of yourselves to your students, colleagues, and profession. Working together, we have made a difference!

With Warm Regards,

Kris



Mark Your Calendar

GLOBAL VILLAGE VIII: PEACE CAMP

Although the dates of this intercultural living experience are not convenient for members, there may be friends or family who would be interested in participating. The theme this year is "Making Peace with the Earth". It will be held on May 30-June 5 at the Iowa 4-H Center on the Des Moines River near Luther. There is no upper age limit, but participants must have completed high school. An effort is made to balance the group between U.S. citizens and participants from other countries, especially international students. If you know of anyone who may be interested, available and eligible, call the DMEA Office for a brochure. Deadline is May 10.



FORUM EXPLORES CHALLENGES TO SCHOOLS

"Responding to our Schools in the Context of our Faith" is the very timely topic of an Urban Mission Council Forum on **May 3**. Joining Des Moines School Board member, Sue Luthens as panelists will be Doyle Sanders, Past President of the Johnston School Board; Laura Sands, Des Moines PTA President-elect; and Fred Dorr, President of the West Des Moines School Board.

Questions to be discussed by the panel are:

- Are schools under siege from the religious right?
- Does open enrollment help or hurt in metropolitan schools?
- Should metro school districts merge? Who would it help? Who would it hurt?
- Are our schools adequately funded?
- What should be our involvement as citizens?

The dialogue will be open to everyone from **7:00-9:00 p.m. on Monday, May 3**, at the **Windsor United Methodist Church**, 6222 University Ave. Questions will be answered by The Des Moines Area Urban Mission Council at 921 Pleasant Street, **283-1299**.

DMEA and ISEA have further information on the radical right attack on the National Education Association, which is available to members. Prepared in response to the effort by the radical right to discredit the NEA, this material is presented to offset that effort, giving members an opportunity to read the charges, study the facts, and be prepared to respond.

The DMEA **TEMPO** is published monthly during the school year by the Des Moines Education Association, an affiliate of the Iowa State Education Association and the National Education Association.

Seminar for Teachers Ready to Retool

For teachers who are looking for a new teaching job or want to leave education to enter the business world, a one-day seminar to explore career options will be held on Saturday, **May 22** at **University Park Holiday Inn** in West Des Moines from **9:00 a.m. to 3:00 p.m.**, with an optional session from 3:15 to 4:15 p.m. The cost is **\$35 for ISEA members and \$65 for non-members**. Cost includes all program materials, luncheon, and refreshments. *Deadline for registration is May 10.*

The session is design to help you to write a business resume, develop good interviewing skills, identify transferable skills and get firsthand advice from business hiring officials. For further information and a registration form, call the DMEA Office or Cathy Hobbs at ISEA, 279-9711.

Social Security and Medicare Fact Sheets are available at our office. Give us a call and we will send you a copy.



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begins as soon as the school year is over, *even if you should be recalled for the next school year*. Because of all of these factors, we have agreed with the district to be patient with their determining associate positions and wait for the May 28th notices. If you receive one of these, **call DMEA immediately!**

Easing into the new world of site-based stuff

More and more work-places have been effected by the efforts of employees and employers to develop more collaborative means of working. Although there have been sincere attempts made in the district to embrace this philosophy, the growing pains can be awkward and there is much to be learned. One thing of which I am convinced is that we, as an association, must be directly involved in all these efforts. This thought was reinforced for me recently by the following quotation from Inside the Circle: A Union Guide to QWL, by Mike Parker:

"[He] fully understood that no plan to enlist the cooperation of workers could succeed unless it was rooted in a strong union, one able to negotiate on equal terms with the employer and with the power to enforce adherence to the terms of the contract...[It] probably represents the best available realization of the concept that workers seek more than a job, that they have brains and insight which merit respect..."