



THE DES MOINES EDUCATION ASSOCIATION

# Tempo

VOLUME 17, NUMBER 3

NOVEMBER 1992

## NOVEMBER CALENDAR

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### Monday, November 2

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

### Tuesday, November 3

GENERAL ELECTION

### Monday, November 9

IPD Committee  
DMEA Office  
4:00 p.m.

### Tuesday, November 10

Executive Board  
(TBA)  
4:00 p.m.

### Wednesday, November 11

Dept. of Associates  
Executive Board & AR's  
DMEA Office  
4:00 p.m.

### Monday, November 16

Human Relations Committee  
DMEA Office  
4:00 p.m.

### Thursday, November 19

Faculty Representatives  
North Cafeteria  
4:00 p.m.

## VOTE! VOTE! VOTE!

**Don't Tell Me How to Vote!**  
**Are You Tired Of . . . Then it's time to fight back!**  
**Were the 'good old days' really so good?**  
**It's a whole new ball game!**  
**Your rights are in jeopardy!**

Do you recognize these phrases? You should! They are from the bright pink information sheets from DMEA/ISEA that we hope will help you make decisions in this election. "Make your vote count on November 3." Remember to *turn over your ballot* to vote for the ERA Amendment.

Our professional lives can be severely altered by the make up of the '93 Iowa Legislature. We need to elect candidates who will actively support Chapter 20 of the Code, which has provided the opportunity for groups of employees in the public sector to bargain collectively and to be assured of the right to representation as well as to have final, binding arbitration of negotiations.

You may recall that this summer's NEA RA endorsed Bill Clinton for President by 88%, the largest margin ever. This endorsement was based on answers to questions on education as well as the records of the candidates. As the "education president", George Bush has not delivered on his promises. However, Arkansas teachers and the Association have given tremendous support to their governor, based on their experience with him in their state.

The candidates supported by ISEA are as follows:

- President:** Bill Clinton
- U.S. House of Representatives:** Neal Smith
- Iowa Senate:** Marlene Kavan, Mary Kramer and Elaine Szymoniak
- Iowa House:** Tom Baker, Mike Cataldo, John Connors, Mark Haverland, Jack Holveck, Denny Renaud, Matt McCoy, Matt Scott

## MEMBERSHIP

DMEA membership is up. Our totals are as follows:

	1991-1992	1992-1993
Teachers	1744	1970
Associates	152	167
Secretaries	79	80
<b>TOTALS</b>	<b>1975</b>	<b>2117</b>

The meaning of this is simple: we can do things better together than separately. Congratulations on keeping your Association strong and viable!



**MARY D. LANGE**

## *From the Director...*

### **SECTION 125**

Last year we bargained to expand the availability of Section 125 to include: child care, any deductible for dental work, deductible for doctor office calls, eye examinations, eye glasses, contact lenses, contact lens solution, deductible for chiropractor, your out-of-pocket expense for prescription drugs, etc. The list can go on and on. Some of our members have taken advantage of this opportunity, providing savings for themselves and the District. However, some of those participants have had questions about the process. Pat Papenheim, Middle School Representative on the Executive Board, is using Section 125 to her family's advantage. Pat is so enthusiastic about the savings, she would be willing to visit with anyone who may have personal questions. It works like this:

1. secure the form from the office.
2. the form is filled out with the first check.
3. after that, they will come with each check.

### **ARE THE "BURBS" BETTER?**

Questions have come to me about the benefits available to teachers in the suburbs. These were based on the erroneous assumption that Ankeny and Saydel teachers receive a TSA instead of health benefits with employer contributions. However, this is not true. Please review the information below for the facts. Ankeny teachers have the option of purchasing a TSA through payroll deduction. The district does not make the contribution. DMEA members have this same option. Saydel employees are provided \$182.00 per month for single insurance, any excess may be applied to purchase of family insurance, cash or a TSA. Last year the premium for single insurance was \$155.00 per month, while the family premium was \$360.00 per month.

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## **Be Prepared . . .**

Provided below is a checklist of activities which individuals should complete now in order to avoid serious problems at a later date.

- \_\_\_\_\_ 1. CAREFULLY READ the master contract from cover to cover to become familiar with the terms and conditions of your employment.
- \_\_\_\_\_ 2. Verify that your individual contract is in compliance with the master contract. All paid duties should be listed, the annual and monthly salaries should be checked for accuracy, and the first paycheck should be compared to contractual amounts so that any errors are found immediately.
- \_\_\_\_\_ 3. All paid duties should be at the rate listed in the master contract.
- \_\_\_\_\_ 4. If you have earned credit for lane advancement, file in accord with required timeliness.
- \_\_\_\_\_ 5. Make certain you are enrolled in NEA Dues Tab program which provides free life insurance with your membership. Call 1-800-637-4636 to determine if you are enrolled.
- \_\_\_\_\_ 6. After every evaluation, immediately write up your review of the procedure and events. (If you do not agree with comments contained therein, file a written response and/or grievance immediately.)





**KRIS MESICEK**

## From the President...

The most valuable resource that the Des Moines Public Schools possess is not buildings or equipment or supplies; it is people. It is the teachers, the support staff, the associates, and secretaries that touch the lives of over 31,000 students each day when they come to school. Education is truly a people business and there is no business that is more important.

There is one thing that the business world understands that we in education can learn and that is the importance of respecting and valuing human resources.

There is no doubt in my mind that we have one of the best instructional staffs in the country. We may be short on funds for purchasing materials or capital improvements, but when it comes to professional talent and expertise, the Des Moines Public Schools are resource-rich. *Yet this valuable resource is being squandered.*

It is being squandered in a system that is overloaded with too much curriculum, too much paperwork, too many meaningless meetings, and too many demands that detract from the real business of teaching and learning. It is a system that does not take full advantage of the creativity and expertise of staff members in making decisions and solving problems. It is a system that continues to add new innovations, new programs, and new initiatives without asking, **"Is this im-**

**portant to teaching and learning and if it is, what will we stop doing so that we can do this?"**

We have a system that is stretching our human resources to the breaking point. This is only November, but already I see the signs of stress in the faces of too many of my colleagues. We are struggling in a system that isolates teachers and drains their time and energy without providing the time for renewal through collaboration, reflection, and professional growth. If teachers are feeling overwhelmed, they are less able to cope with the demands of the classroom and give students the full benefit of their teaching talents. *Something has got to give, and we have already given everything that we have.*

As part of the Strategic Planning process, a group has been formed to explore ways of coming to grips with this situation through what is known as planned abandonment. In other words, *what can we do differently or even stop doing in order to make better use of both our human and financial resources?*

DMEA members are "gold minds" when it comes to creative problem solving and I would like to mine some of that "gold." As you go through your day, take a moment or two to think about ways we can save time, energy, and money. Then call or send your golden ideas to me at DMEA. **Perhaps we need to begin by abandoning the philosophy of "Doing more with less" and realizing that "More doesn't always mean better and sometimes less is best."**

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## National Foundation for the Improvement of Education

This year, ISEA will be working to encourage local leaders to participate in programs made available through the National Foundation for the Improvement of Education (NFIE). One program in which NFIE provides grants to local teachers is in the area of dropout prevention. Our office has an NFIE brochure "Just Do It Teachers' Grants." This brochure outlines procedures for submitting NFIE grant request for dropout prevention program activity.

We also have a document that describes an experimental

program opportunity for dropout prevention. ISEA and the Department of Education are exploring possibilities of working together on this project and submitting a grant to NFIE to help defray expenses for this program, if there is enough interest among local association members.

If you are interested in participating in the Experimental Program Opportunity Dropout Prevention, please call the DMEA office for more information.

DES MOINES EDUCATION ASSOCIATION



**Have you thanked a support staffer today?**

Wednesday, November 18  
Educational Support Personnel Day

DES MOINES EDUCATION ASSOCIATION



# Teachers TV

Teacher TV, the first of its kind, is an energetic, upbeat, magazine-style show, shot on location in schools across the country and featuring candid profiles of teachers, schools, and communities. It dares to challenge the educational status quo.

Teacher TV is not a program for teachers to tape and show to their students. It is a program for teachers' professional development. Teacher TV is not experts with simplistic answers, but practitioners sharing concrete, successful strategies. It is co-produced by the National Education Association and The Learning Channel.

**Spotlight on Curriculum Innovations** in Wausau, Wisconsin, 13 elementary schools each transform into the planet of their choice for a week. Student "astronauts" shuttle between planets inside the "Apollo Condor" (a vehicle revamped to look like a space shuttle), stopping at each planet to report on the weather, take soil samples, identify rock samples, and otherwise explore the alien surroundings.

Meanwhile students at "mission control" study health technology and flight nutrition, make waste management calculations, and communicate via ham radio and computer with the "astronauts."

Welcome to "Wausau Dream Flight," a complete community project involving students, parents, teachers, administrators, business and community. The Wausau space adventure — which exposes students to a variety of potential careers through practice and training activities — will be featured on the November 8 episode of "Teacher TV," which spotlights curriculum innovations.

The show airs at 6:00 p.m. Eastern time (5:00 p.m. Central) on The Learning Channel. If The Learning Channel isn't available on your cable system, contact your cable operator to express your interest in having it added to the lineup. Not sure who your cable operator is? Call 1-800-443-1212.

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## Sunday, November 1 — APPRECIATING DIVERSITY

Helping students learn to live successfully in an increasingly diverse world. Featuring Abita Springs, Louisiana; Susquehanna, Pennsylvania and Chandler, Arizona.

## Sunday, November 8 — CURRICULUM INNOVATIONS

Innovative ideas in various subject areas that can be replicated elsewhere. Featuring Wausau, Wisconsin and Lovell, Wyoming.

## Sunday, November 15 — TIME

Restructuring the school day to give staff the time they need to teach, plan, and meet. Includes concrete time-saving classroom tips. Featuring Colorado Springs, Colorado; Haddon Heights, New Jersey and Louisville, Kentucky.

## Sunday, November 29 —

### TECHNOLOGY IN THE CLASSROOM

Using technology to enhance student learning — and school staff networking. Featuring Fairfax Falls Church, Virginia; San Francisco, California; Central Kitsap, Washington and Millard, Nebraska.

## Sunday, December 6 — THE MAKING OF A TEACHER

Programs to improve teacher preparation. Featuring Portland, Maine; Omaha, Nebraska and Clarksville, Tennessee.

## Sunday, December 13 — DESIGN A SCHOOL

Innovative teachers redesign their schools, using the latest research plus firsthand knowledge of their students. Featuring Indianapolis, Indiana; Austin, Texas and Greece, New York.

## Sunday, December 20 — CROSS-SUBJECT TEACHING

Using thematic instruction that cuts across several disciplines. Featuring Stanton, Kentucky; San Marino, California and North Nashville, Tennessee.

## Sunday, December 27 — PARENTS AS PARTNERS

Ways parents are supporting teachers and vice-versa, from early school readiness to "parent university" to special outreach efforts for non-English-speaking parents. Featuring Mesa, Arizona; Central Kitsap, Washington and Austin, Texas.



*Happy Thanksgiving*

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