

DECEMBER CALENDAR

December 2 - 4
NCUEA Convention
St. Louis, MO

December 3 - 4
ISEA Executive Board

December 4
Associates' Brunch
Botanical Center

December 4
Pay Equity Facilitator
Training
DMEA Office

December 6
Governmental Affairs/
Legislative Action
Committee
DMEA Office 4:00 p.m.

December 9
Faculty Representatives
North High 4:00 p.m.

Salvation Army Tree of Lights
Contributions Due

December 9 - 11
NEA Board of Directors
Washington, D. C.

December 13
IPD and Human Relations
Committees
DMEA Office 4:00 p.m.

December 16
Executive Board
Salisbury House 4:00 p.m.

December 20 - 31
Winter Recess
DMEA Office Closed

ISEA LEGISLATIVE CONFERENCE SETS PRIORITIES FOR 1994 SESSION

On November 12 and 13, ISEA leaders from around the state met at the Savery Hotel to lay the groundwork for the upcoming Legislative Session. ISEA Lobbyists Jan Reinicke and Clewis Walden briefed members on the following priorities:

I. Education Funding for K-12 Schools and AEAs

- A \$65 million increase in state aid for public schools in 1994-95 which provides:

- \$35 million to maintain current salary schedule and benefit costs for 1994-95.
- \$6 million for increased student enrollments, school reorganization incentives, and increased special education costs.
- \$24 million for program improvements and salary increases for school employees.

- Shift transportation costs for public and non-public schools to the Road Use Fund.

Total transportation costs for public school districts during the 1990-91 school year were approximately \$61 million. Transportation expenses are non-education costs that take funds away from educational programming.

II. Improve the IPERS program by:

- Changing the Rule of 92 to 90 which is the combination of age and years of service needed for full retirement benefits.
- Raising the salary ceiling from \$38,000 to reflect actual earnings.
- Increasing benefits for currently retired.
- Safeguarding the IPERS fund to prevent its use for anything other than retirement benefits.

III. Opposition to the passage of any constitution amendment limiting revenue and expenditures. This is also known as the "Stanley Amendment" or the "Taxpayers' Rights Amendment."

ISEA Legislative Updates Call: 1-800-330-4732

Legislative Conference Continued

IV. Time for Teaching

- Require a minimum amount of planning time for each teacher during the school day.
- Redesign the school year in terms of total hours, not days.
- Enact a tax on video rentals to pay for technology in the schools.

V. Majority Vote for Bond Issues

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ISEA LOBBY DAYS

Legislators hear from many people regarding educational issues. What they hear is not always accurate, or in some cases, even true. They need to hear from the experts; those of us who work in schools on a daily basis. **Legislators need to hear from you!**

They need to hear first-hand information from you on what their budget cuts have done to the students in the Des Moines Public Schools. They need to hear your thoughts on the cuts in the DM Plan and the burdens imposed by the "Seven Period Day" implemented without hiring additional teachers. They need to hear what is taking place with special education students.

They need to hear about class size in Des Moines and the types of students we have in our classrooms. They need to hear that improving schools to meet the needs of the 21st Century means *having the necessary resources to ensure every student is a success*. They need to hear this from each and every DMEA member in the form of letters, phone calls, and most importantly, face-to-face conversations!

Members of the Governmental Affairs/Legislative Action Committee will be coordinating lobbying efforts during the Legislative Session.

Plan to join your colleagues at the State Capitol on these dates:

January 26
March 2

February 16
March 23

"The Promise of Democracy"

Do you feel unsure about lobbying? Are you afraid to meet your legislator face-to-face? To help overcome this fear, you can request the latest ISEA video tape production, "The Promise of Democracy" to view individually or with other staff members at your school. This video presents two scenarios of an ineffective and effective way to work with legislators and other "do's and don'ts."

Teacher-legislators Art Ollie and Brent Siegrist also present information on ways to influence the legislative process. To check out a copy of this video, just call the DMEA Office at 277-6271.

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Negotiations Cadres Prepare for Bargaining Season

On November 13, members of the Large 10 Locals of Des Moines, Davenport, Cedar Rapids, Sioux City, Waterloo, Council Bluffs, Dubuque, Iowa City, West Des Moines, and Burlington met to lay plans for the upcoming bargaining session. Common issues were discussed and networking strategies were outlined. DMEA was represented by Negotiations Cadre Chair Patty Trump, Jean Phillips, Garrett Nyman, Mary Channell, Paul Mann, and Kris Mesicek.

The Negotiation Cadres representing Teachers, Associates, and Secretaries have also been actively involved in the Health Benefits Advisory Committee. The results of the health benefits survey conducted last spring will be presented to Faculty Reps at their December meeting.

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Salvation Army Tree of Lights

Each year during the holiday season, members of the DMEA open their hearts to others in the community by participating in the Salvation Army Tree of Lights campaign. This year the demand for Salvation Army services is even greater as many struggle to recover from the flood. Faculty Representatives will be collecting from now until December 9th. Won't you help make this holiday season a little brighter for those in need?

As the TEMPO goes to press, Mary Lange is out ill. Watch for her column in January.



KRIS MESICEK

From the President...

As you well know, the issue of a safe and orderly environment in our schools has become a growing concern of teachers across the district. The following

is a letter recently sent to Dr. Wegenke regarding the current status of what has taken place up to this point between the administration and the Association regarding this important issue.

Dear Dr. Wegenke,

In August, members of the District and the Association met once again to discuss the increasing number of incidences of disruptive behavior and discipline policy infractions in our schools. At that time, we shared with you the results of a survey conducted by a special Association Ad Hoc Committee created to explore this issue. We requested the formation of a committee to jointly address this issue and develop recommendations for solutions.

I am writing on behalf of the Executive Board and members of the Des Moines Education Association because of our concerns about the process used in the formation of this committee and the District's apparent perception of this problem.

As an Association, we could have presented our concerns and our findings to the School Board. We could have presented the information to the media. Instead, we acted in good faith and took this issue and our information to the administration. We did this because we have a deep commitment to the success of the Des Moines Public Schools and the students we serve. We did this because we are sensitive to the slant given such issues by the media, especially in light of open enrollment.

We did this because we believed that the district is sincere in the effort to involve stakeholders in School Based Management through Shared Decision Making and maintaining a safe and orderly environment for learning.

What has taken place since our meeting in August indicates that this is not the case.

Dr. Armstrong requested from the Association a list of teachers who would be willing to serve on this committee. He received a representative list of both classroom teachers and support personnel who were either members of the DMEA Ad Hoc Committee or very familiar with the issues. I was under the impression that since the formation of this committee was requested by the Association, it would be a joint committee with the teacher representatives appointed by the Association. This was not the case.

After receiving Dr. Armstrong's memo regarding the formation of the Creating Positive Climate in Elementary and Secondary Schools Committee, I met with him to discuss my frustration with what had taken place. Several key Association members had been excluded from the committee. Dr. Armstrong explained that the Teaching and Learning Cabinet had selected the members of the committee. This is not in keeping with shared decision making.

I expressed my dismay in learning that I, as President of the Association, would also be denied the opportunity to serve on this committee. Dr. Armstrong replied that the Cabinet had decided that no one in an "executive position" would be allowed to serve on the committee. I also pointed out that the PTA appointments to the committee had been included as submitted. Dr. Armstrong was very cordial and informed me that the committee meetings would be conducted in keeping with the Open Meetings Law and that I could attend, but not be part of the decision making process. I told him that I would be attending the committee meetings. I would also share this information with members of the Association.

As to the second concern, the *Framework for Effective Schools* and the Belief Statements developed by the Strategic Planning Committee clearly state the importance of a safe and orderly environment in our schools. Yet the attitude conveyed up to this point by the administration seems to indicate a lack of acceptance of the magnitude and depth of the safety issue and the disruption of the teaching and learning process. Given the circumstances in which the committee has been formed, you can understand the Association's concern with credibility of its potential recommendations.

In the event that it becomes apparent that this committee is not putting forth an all-out effort to address the issue of implementing a safe and orderly environment in our schools, the Association will move forward in bringing this issue to the attention of the Board of Directors and present accompanying recommendations.

In the past, the Association and the District have worked to create a positive relationship built on mutual trust and respect. This situation displays a lack of respect for the Association and undermines that trust. My hope is that we can work together to restore that trust. I look forward to discussing this with you in greater detail.

Sincerely,

Kris
Kris Mesicek

I am pleased to report that since this letter was sent, plans are underway to add our members to the committee. We will keep you informed of its progress.

DMEA Diamond Jubilee

Never before have six (count 'em, six!) past presidents been assembled under the roof of the Des Moines Education Association headquarters at 3116 Ingersoll at the same time. These distinguished leaders included:

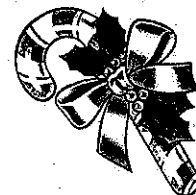
Louis Friestad	Eveert Craft
Herman Kirkpatrick	Walt Galvin
Miles Browne	Wayne Bauman

This was all part of the Diamond Jubilee celebrating the Seventy-fifth Anniversary of the Des Moines Education Association! Highlights of the Jubilee also included a special Mortgage Burning Ceremony conducted by Walt Galvin and assisted by long-time staff member, Kay Baughman. At the time, purchasing the office building on Ingersoll Avenue was controversial, but the decision has stood the test of time. It was only fitting that Walt Galvin, the president who signed the initial offer to buy, should return to burn the mortgage!

The Diamond Jubilee Celebration was coordinated by Caroline Cowles of the Member Services/Public Relations Committee. Special thanks to Gary Curtis, Bert Testa, Linda Schlak, Eunice Van Tuyl, Susan Jensen, Mary Juliano, and Art Long for their help in serving and to all who joined in this special celebration. **DMEA: SEVENTY-FIVE YEARS OLD AND STILL GOING STRONG!**

Happy Holidays to All from the DES MOINES EDUCATION ASSOCIATION

*Bev Mary
Carol Kris*



DURING THE HOLIDAY SEASON, MAKE PLANS TO TAKE ADVANTAGE OF THESE SPECIAL GIFTS FROM YOUR ASSOCIATION!

Walt Galvin Scholarships Deadline: December 10, 1993
Two \$1,000 scholarships for member's son or daughter enrolled as a senior in college and pursuing a teaching career.

The National Foundation for the Improvement of Education Grants Program

Hilda Maehling Grants Deadline: February 1, 1994
Grants of up to \$4,000 are awarded to:

- advance professional association work.
- improve professional development.
- enhance classroom skills and activities.
- develop professional teaching tools and techniques.

William G. Carr Grants Deadline: February 1, 1994
Grants of up to \$2,500 are available for:

- development of projects that contribute to international understanding, global education, or promote peace.
- enhance professional development and leadership skills among NEA members
- improve some aspect of professional association work.

Student Success Grants Deadline: March 2, 1994
Grants of up to \$4,000 are projects that address the needs of students at risk by:

- increasing parental involvement with their children's academic work.
- improving students' confidence about their ability to become successful adults.
- creating interdisciplinary, project-based approaches to learning.

For more specific information regarding any of these scholarship or grant programs, please contact the DMEA Office at 277-6271