

**THE
DES MOINES
EDUCATION
ASSOCIATION**

DMEA
Tempo

Volume 18 Number 8

JUNE 1994

COMING EVENTS

June 27-29
NCUEA Conference
New Orleans

July 1-6
NEA RA
New Orleans

August 9, 10, 11
ISEA Leadership Training
Storm Lake, IA

August 9, 10, 11
Facilitation Skills for School
Improvement
Drake Olmsted Center

August 22
New Teachers Workshop

August 23
FR Workshop
8 a.m. to Noon
(Watch for New Location)

August 24
All Teachers Report

August 29
First Day of School

September 1
Executive Board Meeting
DMEA Office 4 p.m.

September 5
Labor Day Holiday

September 6
All Associates Meeting
North Cafeteria 4 p.m.

September 8
FR Assembly
North Cafeteria 4 p.m.



**Ruth Ann
GAINES
State Senate
District 35**

On June 7th, DMEA members will have the opportunity to vote in the primary election for "one of our own." Ruth Ann Gaines, a drama teacher at East High School, has

entered the race for the State Senate representing District 35. The first hurdle she must overcome is receiving the Democratic nomination in the primary election. Ruth Ann is one of five Democrats seeking this nomination for the general election in November.

On May 14th, DMEA members of the ISEA-PAC Central Committee held primary election interviews. The members of the interview team were impressed with Ruth Ann's community experience, background, and knowledge of the issues. She clearly articulated her concern for public education and support for ISEA positions on education.

Ruth Ann will be an outstanding advocate for public education in the Iowa Legislature. However, she needs our help in winning the primary election. If you live in Senate District 35, you can make a difference on June 7th by:

- Letting your friends and neighbors know you support Ruth Ann.
- Getting Ruth Ann supporters to the polls on June 7th to VOTE!

Ruth Ann knows from personal experience the challenges facing teachers.

We need her experience and leadership in the Iowa Senate!!

Other ISEA-PAC Primary Election Recommendations

Mike Cataldo	House District 68
John Connors	House District 69

PLEASE VOTE JUNE 7th!!

From the Executive Director...

On May 12, members of the Teachers' bargaining unit ratified the Tentative Agreement between the Association and the Des Moines School District. The Departments of Secretaries and Associates took similar action May 16. All three Comprehensive Agreements were adopted by the School Board at their May 17 meeting.

In looking at DMEA's bargaining history, it has been an unusual year in many respects. For the first time in a number of years, the Des Moines Public Schools experienced a decrease in student enrollment. This resulted in one of the lowest amounts of allowable growth seen in the past several years. It was also an unusual year in that health insurance premiums went down in cost instead of up.

You were well-represented at the bargaining table by three experienced negotiation cadres. They have put in many long hours examining the research information and preparing initial proposals for each bargaining unit. This is in addition to the time spent over the past year working with the Health Benefits Advisory Committee. Once the initial proposals were presented, more time was involved at the table. You can be very proud of your teams:

Teachers

Patty Trump, Mary Channell; Chris Gammell, Jean Phillips, Russ Fisher, Garrett Nyman, Russ Poggemann, Barb Wiggins, Paul Mann, and Kris Mesicek.

Secretaries

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

Associates

Lois Blum, Durene Kasner, Trellis Johannsen, and Rhonda Anderson.

Even though the contracts have been settled, these teams will continue working throughout the year. This summer, a number of cadre members will be representing you on two subcommittees of the Health Benefits Advisory Committee dealing with the Benefits Plan Design and Employee Education. The goal of the Health Benefits Advisory Committee is

John Vint

to have recommendations regarding health care programs in place for next year's bargaining process.

Our Thanks to John Vint

On behalf of our members, we would like to say "Thank You" to John for his outstanding performance as our chief negotiator.

We appreciate the professionalism, expertise, and sense of humor that he brings to bargaining process.

Kris Mesicek *Lois Blum* *Carol Lang*
Teachers Associates Secretaries

Committee on Creating Positive Teaching and Learning Environment

The Committee has written its final report. The following is a brief summary of the recommendations:

Students

1. Establish alternative programs to assist students with chronically disruptive behaviors as well as those students with special needs.

- Re-evaluate the in-school suspension room at the Middle School Level.
- In-school suspension program at the Elementary Level.
- Expand/enhance the Alternative Middle School Program.

Staff

1. Provide adequate release time for staff collaboration.
2. Provide more support staff including behavioral specialists, counselors, social workers, psychologists, Chapter teachers, and nurses.
3. Reduce class size.

Administration

1. On-going sensitivity instruction/training for all school personnel on diversity issues.
2. Fair and consistent enforcement of the discipline policy. Develop building behavior codes.
3. Building visits to keep in touch.
4. Ethnically/culturally diverse staff.

Family Support

1. Meetings at times/places to meet parents' needs.
2. Collaboration with community service agencies.
3. Parent education and support groups.



KRIS MESICEK

From the President...

Charles O. Finley says "*Sweat plus sacrifice equals success.*" If this is true, then the 1993-94 school year in the Des Moines Public Schools has been a great success. It has

been a long, stressful year filled with the sweat and sacrifice of teachers, support staff, associates and secretaries as they struggle to do more and more with less and less. It began with the clean-up of the Great Flood of '93.

It continued with high school teachers taking on the extra burdens associated with the seven-period day. Many high school teachers were faced with teaching six periods and/or working with larger class sizes. At the middle school, class sizes also continued to swell. Both middle school and elementary teachers struggled to accommodate the needs of students who had previously been served by DM Plan teachers.

On top of all this, school staffs were undertaking the task of designing school improvement plans utilizing School Based Management through Shared Decision Making, integrating technology into the classroom, managing a new elementary report card, making plans for Vision 2005, and on and on. All of this was in addition to the day-to-day tasks required to keep a classroom going and teach a diverse student population with their own unique set of problems.

Now in June, as this school year comes to an end, many are asking "Where did the time go?" In some cases, there is a sense of frustration due to the number of things left undone because of a lack of quality time. In other cases, there is a sense of satisfaction in looking back on all that has been accomplished.

For many of us, even the summer has become a busy time with college course work, staff development classes, summer school assignment, committee work, and building meetings. Yet I would urge each and every one of you to build in some time just to rest, renew, and revitalize. It is certainly well-deserved.

As my own closing for this year, I applaud each and every one of you for the outstanding work that you do.

**Because of your sweat and sacrifice,
success has been experienced each day in the
Des Moines Public Schools.**

What we achieved at the bargaining table was a long-overdue substantial salary increase for teachers, secretaries, and associates. We believe that it is a fair settlement. Dr. Wegenke has also publicly acknowledged that it is a fair settlement. What is disappointing is the way some administrators have portrayed the settlement. Several building staffs have been told that it is "their fault" and/or "DMEA's fault" that additional staff will not be hired. One principal even went so far as to say, "Well, I certainly hope your pay raise is worth it!" Playing such guilt games is uncalled for.

Yes, I believe our teachers, support staff, associates, and secretaries are the finest in the state and worth every penny they are paid (and then some). I would also like to think that the administration believes this as well and would be more supportive. School Based Management through Shared Decision Making for School Improvement can never succeed if attitudes such as "Well, I certainly hope your pay raise is worth it!" exist.

We are facing major challenges each day in our schools. The work that we do with students is too important to be overshadowed with intimidation and guilt. It is vital that we work together.

Teachers and staff members involved in the school improvement process will have an opportunity to continue to develop their facilitation skills. Robert Garmston and Bruce Wellman, two nationally recognized experts, will be working with Des Moines School staff on August 9, 10, and 11 at Drake University. I had the opportunity to spend three very productive days with these two master facilitators. Their work is outstanding. What teachers will gain from this training will be valuable in many aspects of the school improvement process.

All building administrators have received registration information for the Garmston-Wellman session. If you would like additional information, please contact the Staff Development or Phase III Office.

As another year comes to an end, I would like to express my appreciation to all of you who have worked so hard to make the Association such a strong and energetic organization through your efforts on the Executive Board, as Faculty Representatives, as Committee Members, and active members. **Together, we have made a difference!**

RECOGNITION DINNER

Thirty-seven retiring teachers, associates, and secretaries were honored May 19 during the DMEA Annual Recognition Dinner held at the Des Moines Golf and Country Club. An audience of approximately 200 that consisted of DMEA members, administrators, and school board members applauded each retiree as they received their plaque and an honorary lifetime membership in DMEA. In addition to recognizing the contributions to education made by the retirees, the following awards were presented:

Retiring Executive Board Members

Wayne Bauman, Vice President
Hance Throckmorton, Elementary Rep
Carol Lang, President of Secretaries
Ruby Veber, President of Nurses

Volunteer of the Year Award

Jan Reuskens for her volunteer work at
Brooks Elementary School

Friend of Education Award

Cathy Talcott for her work as co-chair of the
Citizens' Committee for the Vision 2005 Project

George Fischer Scholarships

James Guild from Ankeny High School
son of Judy Guild of McKee
Heidi Mennenga from Urbandale High
daughter of Sonja Mennenga of Douglas

JIM WICKHAM: NEW HIGH SCHOOL REPRESENTATIVE

As a result of a special election, Jim Wickham from Lincoln High School will be serving as the new High School Representative on the Executive Board. Jim will complete the term of office from 1993-95 that is a result of Paul Mann being elected Vice-President. As a member of the Executive Board, Jim will put to use his experience and expertise gained from his years of serving on various DMEA committees and as a Faculty Rep.

**Changing Buildings?
Moving to a New Address?
Taking a Leave of Absence?
Leaving the District?
Changing Your Name?**

You are important to us and we want to make sure our records are accurate. Please contact the DMEA Office with any changes. Thanks!

DMEA BUILDING MEMBERSHIP RECOGNITION FOR 1993-94

Gold Level: 90% Membership

TAG	Hiatt
Stowe	McCombs
Jackson	Monroe
Park Avenue	Pleasant Hill

Silver Level: 85% Membership

Jefferson	Brooks
Howe	McKee
Hoover	

Congratulations to the Faculty Representatives and members of each of these schools!

ISEA SUMMER LEADERSHIP CONFERENCE

Building Strong Locals for the 21st Century is the theme for the '94 ISEA Summer Leadership Conference to be held August 9 to 11 at Buena Vista College in Storm Lake, Iowa. Veteran Association leaders from across the state, as well as members interested in becoming leaders, will gather to sharpen their skills, learn from one another, and just have fun.

The conference will begin with a special Minority Involvement Seminar Tuesday morning highlighting minority issues. Joe Bland of the Virginia Education Association will kick off the conference with "Now that I'm Here, Do I Really Want to Stay?"

The DMEA is always interested in involving members in new leadership roles. If you would like more information on attending this conference, please contact the DMEA Office at 277-6271 before June 15.

Wanted: Committee Members

The strength of any organization lies in the collective efforts of its members. The DMEA is fortunate to have so many members who are willing to volunteer their time, talent, and expertise for the benefit of our colleagues, students, and profession. During this time of the year, we are offering an open invitation to all members to become involved as a Committee member.

The time involved is whatever you can give. The rewards are many. Please consider expanding your professional horizons by joining any one of the following committees:

- Governmental Affairs/Legislative Action
- Research
- Instructional and Professional Development
- Scholarship
- Public Relations/Member Services
- Human Relations