

OCTOBER CALENDAR

Friday-Saturday, Oct. 1-2
ISEA Baragining Conference
University Park Holiday Inn

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

Wednesday, Oct. 6
DMEA Executive Board
DMEA Office, 4:00p.m.

Thursday, Oct. 7
IPD/HR Workshop
Hoover, 4:00-8:00p.m.

Monday, Oct. 18
HR Committee
DMEA Office, 4:00p.m.

Thrusday, Oct. 21
Faculty Representatives
North Cafeteria, 4:00p.m.

Friday-Saturday, Oct. 22-23
ISEA Political Action Committee
Ramada Inn Westmark

Sunday, Oct. 24
ISEA Executive Director,
Fred Comer
will be signing "our" book,
Coming of Age
Borders Book Shop, 1:00p.m.

Wednesday, Oct. 27
DMEA Executive Board
DMEA Office, 4:00p.m.

Friday-Saturday, Oct. 29-30
ISEA ESP Conference
Ramada Inn Westmark

MORE HEROES AND HEROINES OF THE FLOOD

We have received information from our Faculty Representatives that many of you provided extraordinary assistance to many people during the trauma of the Flood of '93. The following are the names we have been given:

SANDBAGGING

Jeff Lang
Lynn Pettit
Sandy Dunivan
Bill Landis
Sue Anderson

Kathy Chiodo
Stephanie Burkhall
Cyndi Fanter
Elizabeth Larson
Marcia Wiesel-Leary

Jim Wilson
Steve Brem
Brad Peterson
Ellen Weber

WATER DISTRIBUTION AND FOOD DISTRIBUTION

Nan Dunlap
Kris Kozel
Kay Cook
Paul Mann
Mary Hickey
Barb Hans

Gail Reed
Rose Scarpino
Howard Kulzar
Martha Cumpston
Ann Defenbaugh
Wayne Bauman
Connie Cook

Andrea Holveck
Wanda Victor
Judy Jennisch
Kris Mesicek
Peggy Brownfield
Chris Brown

COUNSELING, CLEANING AND DONATIONS

Barb Hans
Chuck Strief
Roz Ansher
Barb Turner
Barb Moul

Barb Pildis
Carol Oberbillig
Etta Berkowitz
Jennifer Jamison
Kristi Bower
Carol Major

Margaret Boys
Matt Coenen
Mari Caligiuri
Sharon Nahas
Marilyn Kroll

HELP LIBRARY WIN

The Public Libraries' Annual Great Book Read Across Iowa (LAGBRAI VII) is launching a statewide "ADOPT-A-BOOK" program from Oct. 2-9. The rules:

1. Each library will have a list of needed books and materials.
2. Citizens will be urged to contribute toward the purchase price.
3. Names, addresses and contributions will be recorded.
4. The library in each of the 7 regions with largest per capita contributions will win \$500 to be used for books and materials.

Make a contribution Oct. 2-9.

CALENDAR CORRECTION

The DMEA Pocket Calendar for 1993-94 has incorrect dates listed for the NEA Representative Assembly. NCUEA is June 27-29, NEA Women and Minorities Conference is June 28-29 and the NEA IPD Conference is June 30. Members who are considering running for delegate to the assembly need to know that the correct dates are July 3 - July 6, 1994. The caucuses begin July 1 with hearings held on July 2. DMEA NEA Delegates should plan their flight for June 30.



MARY D. LANGE

From the Director...

On September 14 I attended the Sexual Harassment training which was provided by the District for administrators. The presenter was Molly Wheeler from the Iowa Department of Education.

Not only was the topic timely and of interest to our members, but she is a dynamic and lively speaker, thus providing a very productive session.

Many times during the afternoon, Molly stressed the fact that, in current legal interpretation, harassment is "in the eye of the beholder". In other words, if the individual being "harassed" feels in any way that the attention is unwanted or demeaning, then it is harassment. "Sexual conduct is unwelcome whenever the person subjected to it considers it unwelcome."

Whenever conduct might be construed as harassment, one should ask oneself the following questions:

- Would I behave this way if seen by my significant other, my child, my parent or grandparent?
- Would I want a picture and story of my actions in the newspaper or on the TV news?
- Would I like to have someone act this way or do this to my significant other or my child?

Also remember that a "victim" might agree to participate, but if the activity is still unwelcome, then it is still harassment and it is NEVER acceptable for a teacher to flirt with a student. One must always consider the context and audience of any comments and/or behavior. Although isolated incidents do not necessarily lead to liability, they may be, when considered with entire record of behavior.

As an employee who works with students, you have an obligation to provide students a safe environment, one which is not hostile. Any complaints of student to student harassment, volunteer to staff, parent to staff or staff to staff should be reported immediately. Under most circumstances, reports should be made to your supervisor. However, if you believe that the supervisor may be involved in some respect, you should contact Helene Christensen or call me at the DMEA Office.

District Policy provides the following:

- The right of confidentiality, both of the complainant and of the accused, will be respected consistent with the school district's legal obligations and with the necessity to investigate allegations of misconduct and to take corrective action when this conduct occurred.
- Sexual harassment is serious matter. All activities involved in the investigation will be carried out with discretion, and privacy will be maintained to the fullest extent possible. Information related to these complaints will be maintained as confidential as possible. Sexual harassment files will be kept separate from other files.
- Filing a complaint or otherwise reporting sexual harassment in good faith will not reflect upon the individual's status nor will it affect future employment, grades, or work assignment or other opportunities with the District.
- A substantiated charge against a staff member or student in the school district shall subject the individual to disciplinary action.
- If an individual reports sexual harassment to the principal or supervisor and is not provided with a response, the individual should report the harassment to the next level of authority.

The policy gives the following definition:

Sexual harassment may include, but is not limited to the following:

- verbal harassment or abuse: sexual innuendo, suggestive comments, insults, humor and jokes about sex or gender-specific traits, sexual propositions, threats.
- non-verbal harassment: suggestive or insulting sounds, leering, whistling, obscene gestures.
- physical harassment: touching, pinching, brushing the body, coerced sexual activity, assault.

Remember:

- Sexual harassment is unwanted, one-sided and demeaning.
- Flirting is wanted, two-sided and flattering.
- Frequent remarks that lead to a hostile environment are illegal.
- One comment, one time, depending on the type and severity of the action may not be illegal.



KRIS MESICEK

From the President...

From across the District, I have heard comments regarding how smoothly this year's "start of school" has gone. One of the biggest improvements seems to be in the transportation

system. The buses are on time getting the right kids to the right places at the right times. And while this is a very positive change, there are other changes that are not having a positive impact on our schools.

Because of budget cuts, the Des Moines Plan no longer exists in many of our schools. Because of budget cuts, there are no longer Phase III Building Specialists in our schools. The state funding for education has been reduced to the point where it is no longer possible for the Des Moines Public Schools to "cut the fat." We have reached the point where programs are being cut because of the lack of adequate funding from the state. And who pays the price? Students who will not receive the services of Des Moines Plan teachers and teachers who continue to strive to do more and more with less and less.

What is gratifying to see is the way teachers and other staff members are going the extra mile to make up for the lack of these programs.

In November, the Public Relations/Member Services Committee will again sponsor "Teacher for a Day" during American Education Week.

Our goal is to get as many legislators, business people, and community members as possible into our classrooms to see first hand what we face each day in our efforts to provide a quality education with limited resources. The public needs to see the many good things going on in our schools. The public also needs to see how budget cuts directly affect our students. Watch for more information regarding "Teacher for a Day." If you have specific individuals that you would like to see involved, please give the DMEA office a call.

Congratulations to Jacquie Easley, Suzette Jensen, and John Phoenix!

I would like to extend a special thanks to the Governmental Affairs/Legislative Action Committee, chaired by Deb Henry, for all of their work in interviewing the candidates and organizing the campaign efforts. I would also like to thank all of our members who made phone calls. Once again, it was demonstrated that the Association's recommendation was a critical factor in the School Board election.

GET INVOLVED IN DMEA! MAKE A DIFFERENCE!

The Standing Committees of DMEA offer something for every member, no matter what their interest. If you would like to be a part of the action, please give us a call!

DMTRS MEMBERS

Employees who are members of the Des Moines Teachers Retirement System and have questions about their coverage, help is available! Roger Hudson has assured us that anyone covered by the plan who does not have access to a DMTRS rule book may receive a copy by calling his office.

Whether you are anticipating retirement in the near future or several years from now, you will be best served by having the facts and the alternatives from which to plan carefully well in advance. Any questions? Call the DMEA Office.

DISCOUNT BOOK CORRECTION

Omitted from the DMEA - Polk Suburban Discount book:

*****MARY KAY COSMETICS*****

Connie Leaders offers a 20% discount on Mary Kay cosmetics. Connie can be reached at 4944 Holcomb or by phone at 255-7517. Free complimentary make-overs any time at her home.

IOWA-AUSTRALIA TEACHER EXCHANGE

Applications are now being accepted for the 1995 International Teaching Fellowship Program to Australia which is open to all elementary and secondary teachers. The fellowships, awarded to teachers who have at least 10 years of experience, give opportunities for working in and studying overseas educational systems.

The year of teaching will begin in January, 1995 in Victoria or New South Wales. Selected teachers will be responsible for their own travel expenses, but will occupy the residence of the teacher with whom they exchange. Deadline for applying is **January 1, 1994**. For more information or an application, contact **Susan Miller**, Consultant, Department of Education, Licensure Bureau, Grimes State Office Building, Des Moines, 50319-0146 or call **281-3605**.

LICENSURE FEE INCREASE

The Board of Educational Examiners has announced the first increase in licensure fees since July 1, 1972. The new fee structure is as follows:

\$25.00-	Issuance and renewal of a teacher or an administrative license.
\$25.00-	Issuance and renewal of any conditional license.
\$25.00-	Issuance and renewal of a substitute license.
\$25.00-	Issuance and renewal of the evaluator license/approval.
\$25.00-	Issuance and renewal of the coaching authorization.
\$15.00-	Adding an endorsement to an existing license.
\$ 5.00 -	Duplicate of a license or authorization.

REMINDER

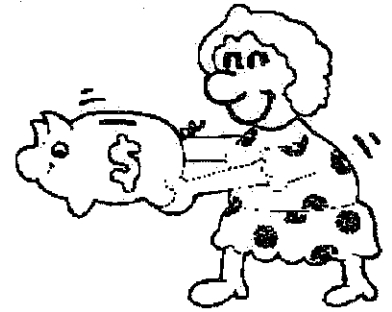
The 1993 ISEA Delegate Assembly voted to increase the ISEA PAC dues checkoff from \$4.00 to \$10.00. The intent of the Assembly was to provide a sufficient increase in funds to identify and support candidates favorable to public education. As in the past, members who do not wish to contribute need only contact DMEA with that request.

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.

President: Kris Mesicek
Editor: Mary D. Lange.

SCHOLARSHIPS AVAILABLE

The *Walt Galvin Scholarship* will be awarded for the first time for 1993-94. The selection criteria for recipients are as follows:



- Must be the son or daughter of an active DMEA member.
- Must have completed 90 semester hours of college coursework and/or be considered a senior. This scholarship is limited to undergraduate students
- Must have been admitted to a pre-service Education Program leading to teacher licensure.
- Must demonstrate his/her intent to become a teacher by submitting:
 - college transcript
 - written statement concerning reasons for becoming a teacher.
- Demonstrate future potential as a teacher as evidenced by a written recommendation from a current educator.
- Demonstrate an interest in children through employment and/or volunteer experiences.
- College activities.
- Other employment experiences.
- Financial need (Student Aid Report of other evidence of financial need).

Applications are available from DMEA.

Deadline for applications DECEMBER 10, 1993.

The DMEA Scholarship Committee shall select two finalists to be recommended to the DMEA Executive Board, which will act at the February 17, 1994 meeting. Two Walt Galvin Scholarships in the amount of \$1,000 will be awarded.

There is also a *Horace Mann Scholarship* for \$20,000 (spread over four years) and three new \$4,000 scholarships. Children on U.S. public school employees who are high school seniors may be eligible to apply. A student must be college-bound, have at least a "B" average and score at least 23 on the ACT or 1,000 on the SAT. Applications may be requested from your local Horace Mann agent or write to the Horace Mann Scholarship Program, P.O. Box 20490, Springfield, IL. 62708. Deadline for the applications to be in is **February 28, 1994**.