
TEMPO

OF THE DES MOINES EDUCATION ASSOCIATION

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Collective Bargaining

We continue to seek agreement with the district on the terms of the 1995-96 Master Contracts. A federal mediator worked with the two parties on April 5 & 6 but we could not reach agreement.

Additional mediation has been scheduled for April 17 & 19. The DMEA and the District will continue to talk until we reach agreement or until we know we can't agree voluntarily. Iowa law then calls for binding arbitration to settle the contract. This process allows for a neutral party to listen to evidence and choose the most reasonable position.

The DMEA bargaining teams are preparing for arbitration in case it is needed. Not surprisingly, money is the issue that separates the DMEA and the District.

SCHOOL CALENDAR

The School Calendar for 1995-96 has been set. Here are the highlights:

Wednesday, August 23	All teachers and associates report
Monday, August 28	First day of school
Thursday, December 21	Last day before Winter Break
Wednesday, January 3	First day after Winter Break
March 18 - 22	Spring Recess
Thursday, May 30	Last day of school for Elementary & Middle School
Friday, May 31	Last day of school for High School

The calendar cannot be bargained but the DMEA plays an advisory role. Working through the DMEA Faculty Representatives, we discovered that an early spring dismissal (May 30 & 31) was popular and worth seeking despite the prospect of snow days pushing it into early June.

We also discovered that more people preferred working through Thursday, December 21st and then moving the return date to January 3rd instead of the 2nd. We suggested that and it was accepted.

The semesters are close to being evenly split at 89 days (1st) and 91 days (2nd).

We have urged the district to set the 1996-97 calendar this summer to accommodate both professional and personal planning. District personnel appear willing to do this advanced planning.

Early Reminder

This is the year of the 26 1/2 checks. Veteran employees will be familiar with this calendar-induced phenomenon but newcomers may not. It happens every 5-6 years.

During this year, your paychecks are being distributed to you over 26 1/2 paychecks instead of the normal 26. In practical terms, here's what it will mean to you and why you have to plan ahead. In June, you will receive full paychecks on June 16th and again on June 23rd. But on September 1, 1995 you will receive a paycheck equal to 1/2 of your regular check. That 1/2 paycheck will then have to last for 2 weeks.

You will need to set aside some of your pay in June to help with the September shortfall. This applies to teachers and associates. Secretaries will receive their 27th check (1/2 of the regular) on June 30th.

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Recognition Dinner 🍏

The Member Services/Public Relations Committee is making plans for the annual DMEA Recognition Dinner at which time DMEA Retirees and Scholarship Recipients will be honored. This is also the time of year that we honor our Volunteer of the Year, Friend of Education and Ruth Foster Award recipient. The date is **Tuesday, May 23**. The new location is the historical **Hoyt Sherman Place** at 17th and Woodland.

Here is a list of the DMEA Retirees as of March 31. There may be additions to this list. We certainly hope we know of every DMEA member retiring so they can be honored.

Phyllis Berman	Dorothy Campbell	Delores Carey	James Cocks	
Rebecca Cooper	Patricia Doyle	Martha Grove	Rosemary Gomez	Shirley Weir
Anne Hollenbeck	Dale Jacobus	Patricia Kobe	Frances Lynch	Anne Pressler
Doris McNear	Marilyn Schoop	Elizabeth Williams	Dorothea Brotherson	Betty Dales
Ila Hay	Elayne Kaiser	Beverly McLain	Russell Bees	Gertrude Johnson
Lois Durbala	Marjorie Joslin	Barbara Chaplik	Gordon Blenderman	Virginia Rohden
William Linthicum	Sondra McAllister	Joseph Nemec	Lowell Perry	Charleen Gale

Join friends in honoring DMEA Retirees and award recipients. Watch for your invitation and make reservations with your building FR or call the DMEA office directly at 277-6271.

Substitute Shortage

The shortage has eased. The district and the DMEA have jointly worked on solutions. First, we agreed to limit the number of Professional Leave days granted on a single date. Second, a master calendar for Professional Development has been established so that those responsible for setting Professional Development days don't overload certain dates.

Through November, over 300 classrooms went unfilled. Since then, only 52 have been unfilled. The number of substitutes available has also increased.

Report Violence

Violence in your buildings need to be reported to DMEA as well as to District personnel. We want to be helpful in those situations but also want to keep records of violence. Call us yourself or ask the Faculty Representative to report to the DMEA office.

CALENDAR OF EVENTS

April 13	Faculty Reps	4 p.m.	North Cafeteria
April 17	HR/IPD Committees	4 p.m.	DMEA office
April 18	Scholarship Comm.	4 p.m.	DMEA office
April 20	Executive Board	4 p.m.	DMEA office
April 25	Members Services	4 p.m.	DMEA office
April 27	Dept. of Nurses	4 p.m.	DMEA office
May 1	GA/LA Committee	4 p.m.	DMEA office
May 4	Executive Board	4 p.m.	DMEA office
May 8	IPD Committee	4 p.m.	DMEA office
May 8	Associates Appreciation Dinner		Cubs Club

Watch for Building Faculty Representative Elections coming in May!