
DMEA Tempo

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BARGAINING UPDATE

A federal mediator is scheduled to join us on April 4 & 5. His job is to bring the parties closer and maybe help get a settlement. At this point the task appears difficult.

The district has offered a base increase of \$150 to fuel the salary schedule of veteran teachers. A much larger increase has been offered to new teachers to be hired for 1996-97. That is a recognition on the part of the district that the base is not high enough to attract teachers. The DMEA bargaining team will resist any kind of a false base.

The district has also offered a take-back on health insurance. Under this proposal, the district would pay the premium for the least expensive of our 3 plans. An employee who wanted to stay with BC/BS Alliance Select or the HMO would pay the extra. Again, the DMEA will resist.

The DMEA seeks a fair salary increase that allows us to catch up, status quo on all insurance, payment for those who cover an assignment when a substitute is not available, and increased safety and health protections.

The slow pace is not unusual. We will report back after the April 4-5 mediation session.

DISTRICT BUDGET

All districts must certify a budget in April for the subsequent year. Des Moines is in that process now. A public hearing on the 1996-97 budget is April 2nd.

A budget must be developed but it is not final. It can be amended frequently and usually is, even during the school budget year.

Funny stories came out of the last School Board meeting regarding budget cuts and the poor financial condition of the district. That is not the case.

First, this district has a healthy unspent balance and it has been growing in recent years. It now exceeds 14 million. Second, the State Legislature has authorized a 3.3% growth rate but that translates into 4.8% for Des Moines due to increasing enrollment. The new money will be 5.6 million dollars for regular programs. Special programs will increase a like amount. Finally, the legislature should pass a technology fund for schools that could mean \$1.9 million more for Des Moines.

Don't believe stories about big cuts and doom and gloom scenarios. All school budgets are tight and have many demands placed on them. But the Des Moines district is in better shape than many and will move forward.

TIME

A proposal for early dismissal and time for school improvement finally passed the Board of Directors after several false starts. We already have confusion about how the early dismissal time is to be used and who gets to decide. Reprinted below are the guidelines from the Board approved plan: (Emphasis Added)

1. Activities will relate to School Improvement plan, the District Improvement Plan, or to building initiatives as they relate to student learning.
2. A building committee will plan and coordinate the specific school improvement activities for each individual building.
3. Copies of individual building schedules/agendas for use of early released times will be sent by the buildings to the Directors of Early Childhood and Elementary, or Middle and High School Programs.
4. All staff will be offered the opportunity to contribute ideas.
5. All staff will have the opportunity to request time.
6. All support staff who are not building based should be available to work with building staff in larger or small groups at the building's request.
7. Activities may be a blend of large group, small group, or individual.
8. There will be no student activities during this time that require a coach, sponsor, advisor, or director. Early released times will provide excellent opportunities for community sponsored youth activities.

CALL TO ACTION

The legislature is still in town and must still complete action on technology for schools and IPERS legislation. Contact with House members on IPERS legislation is critical now. The message is to agree with the Senate version which does the following:

1. *Enact Rule of 88 as Standard for Early Retirement*
2. *Elimination of the 30-year Service Cap*
3. *Remove The Salary Ceiling*
4. *Provide a Post-Retirement Cola of 80% of the CPI Subject to a 3% Cap/Year*
5. *Increase the Minimum Benefit for Low Income Retirees*

This plan is affordable without additional contributions from either the employer or employee.

Calendar Time

The 1996-97 School Calendar is in the development stage. The DMEA serves in an advisory capacity to the district because calendar is not a subject for bargaining.

We are asking the district to prepare a 1997-98 calendar as well to enhance planning.

The School Board will review the 1996-97 calendar on March 26th. On a preliminary basis here are the likely highlights:

1. The first day of school would be August 26.
2. Winter break would start on Monday, December 23 and end on Friday, January 3. (Two full weeks)
3. The first semester would conclude on January 17.
4. Spring Break is projected to be March 24 - 28.
5. School would conclude on June 2 (Middle and Elementary) and June 3 (High School).

® THINGS ®

- Our 2nd Special Education meeting for elementary teachers and associates will be held Tuesday, March 26 at Brody Middle School. The session starts at 4:15 p.m. and features discussions on the New Special Education Rules and the Neighborhood Schools project in Des Moines. Regular education teachers should also plan to attend. The new rules and the neighborhood schools project will impact all teachers and associates.

- We received questions about the make up days caused by the bad winter. All four days must be made up. The Governor's emergency declaration had no impact on schools.

- ISEA lobbyists are working with legislators to redefine the student day and student week to allow conferences to be held on Wednesday and Thursday and not have to force teachers to report on Friday of conference week. Currently, the law says that there must be 27 1/2 hours over 5 days. Conferences count as contact with students. The change being sought is to allow 27 1/2 hours during conference week but with the ability to do it over 4 days. The Senate approved the change. The House has not as yet.

Human Relations Committee Report

The DMEA Human Relations Committee had hourly drawings for prizes at the March 4th In-Service. Each person registering for the prizes looked up their birth date on a display poster calendar and wrote the name of a famous woman sharing that day. It was both a fun and learning experience as we celebrate "Women's History Month" in March. The following won prizes made up of postcards and bookmarks related to the celebration:

Judy Brownsberger of Student Services
Lola Mann of Hubbell Elementary
Lesley Martin of Garton Elementary
Justine Finley of Callanan Middle
Linette Stilwell of Findley Elementary
Traci Shipley of Willard Elementary

Janis Bowden, Chair of Human Relations thanks her committee members for all their help in running the booth throughout the day.

ELECTION RESULTS Congratulations!

The ballots have been counted and the results are listed:

President	Paul Mann
Vice President	Kevan Mulder
ISEA ExBd Rep	Kris Mesicek
Elementary Rep	Jeanene Faux
Middle School Rep	Pat Papenheim
Ethnic Minority Rep	Carmen Winters
<u>ISEA Delegates</u>	<u>NEA Delegates</u>
Kris Mesicek	Kris Mesicek
Carmen Winters	Paul Mann
Pat Papenheim	Carmen Winters
Alice Boyd	Griff Reese
Bert Testa	Pat Papenheim
Deb Henry	Rita Hill
Kevan Mulder	Karen Reese
Jim Patch	Alice Boyd
Janis Bowden	Merlin Papenheim
Toni Austin	Kevan Mulder
Teri Ross	Bert Testa
	Jim Patch
	Richard Parker

Department of Associates

President	Lois Blum
Vice President	Rhonda Anderson

Department of Nurses

President	Marilyn Reese
Vice President	Joan Anderson

Department of Secretaries

President-Elect	Judy Leitzke
Secretary	Carolyn Nagel
Treasurer	Jan Rouse



IOWA TEACHER OF THE YEAR 1997

Nomination forms from the State Department of Education for the **Iowa Teacher of the Year 1997** are available in the DMEA office or contact Susan Miller, 281-3605 at the Department of Education.

CALENDAR OF EVENTS

March 25	H.R./IPD Committee	4 p.m.
April 1	GA Committee	4 p.m.
April 4	Executive Board	4 p.m.
April 8	Dept. of Associates	4 p.m.
April 11-12	ISEA DELEGATE ASSEMBLY	
April 11	Faculty Rep Meeting	4 p.m.

"Taking Charge of Your Future"

Are you looking forward to retirement? Looking for ideas to make your retirement productive and happy? Come to a **Pre-Retirement Workshop April 20 8:30 a.m. to Noon at Samuelson in Room 111**. Spouses are invited. Space is limited to the first 30 registrations. Registration is \$5.00 per individual or \$7.00 per couple. Call the DMEA office at 277-6271 for registration immediately!