

Contract Corner

The DMEA works with the school district and other employee organizations on a joint committee called the Health Advisory Committee. The group studies health care needs and other fringe benefits and makes recommendations to the district and the respective employee organizations.

This year the committee will look at employee absenteeism.

State law mandates minimum sick leave for school employees. Your Master Agreement expands that mandate by providing unlimited accumulation year to year.

The District, through policy, retains the right to require notes from doctors if the illness keeps the employee away from duties for an extended period and/or a note saying the employee is capable of returning to work.

All of that is okay. What is not okay is for the employer to initiate discipline against an employee for legitimately using sick leave when it is needed. Please call DMEA if you are experiencing any difficulty.

\$ Phase III

The Phase III plan for 1995-96 is essentially the same as 94-95 except for some changes and clarification's negotiated as part of the 95-96 Master Agreement. Here are the changes:

- The hourly rate paid for Phase III work beyond contract time increases from \$16 to \$18
- The performance stipend goes from \$300 to \$400
- School Improvement Plans shall be developed through School-Based Management through Shared Decision Making
- Your principal will notify all staff of the amount of School Improvement funds allocated to your building in October
- A quarterly report showing how funds have been used and showing account balances will be shared with the staff

Close to a million dollars will be allocated for school improvements. School improvement funds could be utilized for the following activities:

- Hourly wages (\$18.00) for additional work beyond contract time
 - Costs for substitutes (\$78.00 per day) to release teachers for professional growth activities
 - Conference registration, fees, tuition and travel funds
 - Performance Stipends (\$400 per year) for successful completion of school improvement activities
 - Professional growth materials
 - Consultants to provide specialized training to the staff/stakeholders
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Sneak Peak At Legislature

The State allowable growth rate for 1996-97 is already set at 3.3%. The enrollment count to be used in budgeting was taken in September of this year.

Last year the legislature's inability to set a school growth vote slowed everything. That won't happen this year. However, we will be pushing the legislature to set a growth rate for 1997-98 so we can continue to be ahead for planning and bargaining purposes.

At least two other important issues will keep us busy during the 1996 legislative session. A plan for providing dollars for technology got lost in the politics of allowable growth last year. It needs to be revised and passed. Des Moines and all districts are in need of money for technology.

The second is IPERS. The retirement plan is reviewed by the legislature in the even numbered years. The salary ceiling and the rule of 92 both need to be reviewed.

🍎 Teacher For A Day

In conjunction with American Education Week celebrated November 12-18, the Association and the School District will participate in "Teacher For A Day". Business people, Legislators, City and Municipal Government officials, School Board members, etc. are invited into a classroom as the teacher for a day. This activity has been quite successful over the past several years.

Contact your Faculty Rep chair in your building to sign-up for a "Teacher For A Day" in your classroom. Deadline for participation is October 20th!

IPERS

If you are interested in an individual consultation with an IPERS representative, please call IPERS at 1-515-281-0020.

**AMERICAN
EDUCATION
WEEK**

November 12-18, 1995