

DMEA TEMPO

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Des Moines Education Association

February 16, 1998

The district administrators have recommended program and personnel cuts for 1998-99. They are deep and severe in some program areas. The district, while not broke, has spent down their reserve funds and wants to replenish them. This is intended to give you both information and preliminary opinions.

Question: How many personnel cuts are recommended?

Answer: The total in all job classifications is 140.8 positions or 3.3%. When each classification is considered, the reductions look like this:

	<u>Number</u>	<u>Percentage</u>
Certificated	64.5	2.7%
Associates	35	7.1%
Secretary/Clerical	5	2.5%
Specialists	6	12.5%
Administrators	1.3	.8%



Question: What are the cuts in administration?

Answer: The director of Early Childhood programs has retired and will not be replaced. There will also be a .3 reduction in Human Resources. The district is also claiming credit for not filling the vacancy when Dr. Ray Armstrong left last summer. The DMEA does not think that should be part of the total.

Question: What is the conclusion?

Answer: Administration cuts are far less than other job classifications.

Question: Top district administrators have been difficult to reach during the past 3-4 weeks. We were greeted with he/she is in a budget meeting. So the question is; what were they doing those days and hours?

Answer: They were obviously working hard to save administration positions.

Question: What are the proposed cuts in certificated staff?

Elementary	6.0	(declining enrollment)
High School	3.0	(declining enrollment)
Music - Elementary	1.0	
Art - High School	1.0	
Physical Ed - High School	1.0	
School-Within-A-School	3.0	
Balancing Class Assignment	10.0	

Total Teacher Positions 29.5

Elementary Counselors	21.0
School-Within-a-School	10.0 (secondary)

Total Counselor Positions 31.0

Consultants:	
Gifted & Talented	2.0
Staff Development	2.0

Total Consultant Positions 4.0

Total Certificated Positions 64.5

ALL MEMBER MEETING

Wednesday
February 18, 1998
4:15 p.m.

North High Auditorium

Tentative Agreement

With the
Employer for the
1998-99

Comprehensive Agreement

- Question: What are the proposed cuts in the Associate job classification?
- Answer: 25 in Special Education and 10 in Regular Education.
- Question: What now?
- Answer: The proposal moves into the political arena which means DMEA and others will try to persuade the School Board that these cuts are too severe and that others should be considered.
- Question: Like what?
- Answer: The DMEA needs to hear from members and formulate a response. At first glance, 2 items are disturbing:
1. Administration cuts are very small compared to other classifications (see above)
 2. The proposal continues a poor decision made last year to spend 1 million of the general funds for building repairs. That \$1,000,000 could save 25 teaching jobs. There are other funding streams for building maintenance.
 3. The counseling program has been decimated.
- Question: Will there be lay-offs?
- Answer: It is possible. It depends on resignations and retirements.
- Question: Will the district announce early retirement at the age 55 as they did last year?
- Answer: Yes. The announcement should be made in a few weeks.
- Question: If there are lay-offs, what can be done?
- Answer: Certificated personnel have appeal rights under the Iowa Statute. DMEA will call a meeting to describe those rights as soon as we know about lay-offs. Clerical and Associate staff do not have similar appeal rights.
- Question: When will we know about lay-offs?
- Answer: The law requires that teachers be notified no later than April 30th. Then appeal rights kick in.
- Question: Will there be any changes in Professional Development?
- Answer: Yes. Fewer days will be approved for staff development. The savings come from fewer substitutes. They are planning to save \$275,000 which is equivalent to 2956 professional development days that will be lost. Out of state travel will be eliminated under this proposal.
- Question: What will DMEA do next?
- Answer: President Mann will be working with a Crisis Committee to develop a response. Call Paul or John Vint with your thoughts and suggestions. We will then try to persuade the School Board that alternate decisions are in order?
- Question: Why the heavy hit for elementary counselors and SWS Counselors at middle and high school?
- Answer: We asked but were puzzled by the response. We were told that they wanted to avoid cutting classroom teachers to protect class size. Class size is important but also support for the classroom teacher from specialists like counselors and consultants is crucial.