

DMEA Tempo

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Des Moines Education Association

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Technology Update

by Paul Mann

Last Thursday, the Technology Coordinating Council ended the uncertainty about dual platforms for Des Moines secondary schools when it reaffirmed the concepts of the State Plan as adopted by the Des Moines School Board last spring. Dual platforms are a reality, and, as soon as building plans are updated or reaffirmed by building committees, the computers will be ordered!

Classroom teachers lost a great friend and visionary ally when Bob Davitt declined to continue serving as co-chair with me on the State Plan and Budget subcommittee. He devoted a great deal of time and energy last year to help develop an equitable plan that made classroom teachers the prime beneficiaries of our state technology dollars. I will very much miss his expertise and friendly, cooperative spirit! Tell him "thanks" the next time you see him.

Watch for information coming soon about the Fall DMEA Leadership Development Workshop on October 27th at 4 - 8 p.m. at the Des Moines Botanical Center. (Dinner is on us!)

NEWS BRIEFS✓

- The District is still in the process of printing the 97/98 Master Contract. It will be distributed soon.
- To Secretaries and Associates: Human Resources has issued a memo regarding work schedules during conference weeks. If you did not receive one, check with your principal or call DMEA.
- Thanks to Elizabeth Goodwin for serving six years on the Des Moines School Board. It's a tough job and we are thankful that high caliber people like Liz are willing to do it.
- We are working with the District to develop a 98/99 School Calendar. Your Faculty Rep has a survey for each of you. Give us your 2 cents worth!
- Be aware that if you transport students on behalf of the District that you should be directed and/or authorized to do so by a principal or supervisor. Unfortunately, your own insurance must provide primary coverage in case of an accident and the District only provides secondary coverage.

Average Salaries

by John Vint

Each month I want to provide you with some information about compensation issues as they relate to Des Moines teachers, associates and secretaries. The following average teacher salaries for 96/97 are available from the State Department of Education. Average salaries from the current year will not be available until this winter.

I have selected 2 comparison groups that may be of interest to you. The first list identifies average salaries paid to teachers in the Des Moines metro area. The second list contains salaries paid in the large 8 Iowa school districts.

Rank	District	Salary	Yrs.Exp
1	West Des Moines	\$37,009	14.36
2	Des Moines	\$36,799	14.53
3	Ankeny	\$36,761	16.03
4	S.E. Polk	\$35,017	14.70
5	Urbandale	\$34,591	15.34
6	Carlisle	\$32,784	17.71
7	Indianola	\$32,105	15.89
8	Norwalk	\$31,936	15.02
9	Waukee	\$31,835	12.91
10	Saydel	\$30,743	12.72
11	Johnston	\$30,472	11.47

The Iowa law requires comparability with districts that are similar. Under the law, we have traditionally used the large 8.

Rank	District	Salary	Yrs.Exp
1	Iowa City	\$38,432	16.22
2	Waterloo	\$37,219	19.21
3	Des Moines	\$36,799	14.53
4	Davenport	\$36,181	17.40
5	Cedar Rapids	\$36,175	17.81
6	Dubuque	\$36,043	18.61
7	Sioux City	\$35,967	16.48
8	Council Bluffs	\$35,169	17.74

Most identify the Des Moines staff as a veteran staff. Note the column under years of experience! In the Des Moines metro area, the average experience for a Des Moines teacher (14.53) is about equal to the average of all the districts identified. However, in the large 8, Des Moines has the least years of experience with 14.53 years compared to the average of the other large 7. (17.25)

Our average Des Moines teacher salary in 96/97 ranks 17th in the entire state of Iowa. We were 33rd in 95/96, 39th in 94/95, and 44th in 93/94.

DMEA 1997-98 Goals

DMEA will/shall:

1. Increased Compensation

- A. assure that within three years, DMEA associates, secretaries and teachers will be the highest compensated ISEA members (respectively) in total package compensation in Iowa.
- B. assure that within three years, salaries for DMEA members will reflect the inordinate demands placed upon urban educators.
- C. provide professional compensation for participating in professional growth through Phase III.
- D. maintain high quality health care coverage.

2. Quality Teaching and Learning Environments

- A. monitor class size and take necessary action to decrease class sizes.
- B. monitor inclusion of special needs students to assure appropriate placement and case loads.
- C. be aware of Labor Department and OSHA standards and shall participate in district school safety committees and coordinating councils to monitor student and employee safety and to assure learning environments that are conducive to teaching and learning.
- D. avoid extension of the student day.
- E. secure adequate collaboration time for all staff.
- F. work for adequate staff time to: plan high quality instruction, adapt methods to include student access to computers, assure time to work with students individually and/or in small groups, communicate with parents and allow time for reflection and involvement in the school transformation process.
- G. assure that classroom teachers and other building staff have appropriate technology to allow: computer assisted instruction, access to student and district information, creation of instructional materials, increased productivity, management of student information and networking with other staff members.
- H. work to assure that school staff members have adequate training in technology, instructional strategies and techniques and in assessment tools in order to meet the needs of all students.
- I. work to secure NCA for all Des Moines schools.
- J. work for equitable K-12 planning time/student contact time.

3. Authentic Involvement in the Shared Decision Making Process

- A. work with the administration to secure and implement a Learning Organization Danforth Grant, will use our NEA grant to institutionalize L.O. concepts within DMEA and will promote use of Phase III funds to assist local schools/district groups to institutionalize L.O. concepts within the school district.
- B. work for improved staff relationships with building and central administrators.
- C. promote administrative accountability for implementing shared decision making and L.O. concepts.
- D. work to assure adequate sharing of district and building financial information with building staff and will work to assure appropriate use of district resources.
- E. work to appoint all teacher representatives to all district committees.

4. Political Action

- A. work politically to achieve member goals by participating in the ISEA PAC activities; by interviewing, recommending and electing candidates to the Des Moines school board; and by lobbying at the school district, city, county, state and national levels.
- B. assist and work with community, district, and political groups whenever mutually beneficial to DMEA and community groups.

5. Building a Strong Association

- A. work to increase involvement of members in all DMEA program areas.
- B. promote financial stability for the association by projecting costs and monitoring spending.
- C. increase each bargaining unit membership by at least 5% over the 1996-97 unit membership.
- D. work to develop better unity among members of all units of the DMEA.
- E. offer a leadership development workshop.