DMEA TEMPO

Volume 24 Issue 5 Des Moines Education Association January 1999

The intent of this edition of the TEMPO is to bring you up to date on issues, problems and rumors that require the DMEA's attention. The list seems to grow.

- Many calls come to us inquiring about the availability of **early retirement** for those 55 years of age with 10 years of continuous service. According to the contract, the district must announce its availability. We think they will make it available. We have asked repeatedly for the district to make the announcement **this month** to give early retirees a chance to plan and for the district to have a head-start on recruiting replacements. No firm response has been given by the district.

- The DMEA bargaining team received the district's proposal on December 17, 1999. We can confirm the following:
  - The district has offered most of you a **reduction in compensation**. (Salary and fringes)
  - The district has proposed an increase in the workday of 45 minutes without added compensation.
  - The district **did not** propose a reduction in sick leave as was rumored in December.

- Speaking of sick leave, an **Iowa Supreme Court** ruling has given media the right to request and receive **sick-leave information** for each and every employee. The case originated in Cedar Rapids. We do not know the impact. To date, we are told that the Register has not asked for Des Moines figures by individuals and we also know it is unlikely they will print records for 4,000 employees. Sounds like an opportunity for mischief. And of course **some** principals are using this development as a threat.

- You will soon be hearing about the district's attempt to eliminate a clause in teacher's **individual contracts**. The current contract says you may resign by giving a **30-day notice**. This is unique to Des Moines as most districts require resignations to take effect at the end of the school year. We will fight the change. Apparently the district lost some teachers after the year started. Perhaps the district needs to look at **conditions and compensation** before attacking a benefit that has existed for years.

- Printing and distribution of the **Comprehensive Agreement** is very late. It is the district's responsibility. The teacher contracts arrived this week but unfortunately **contain only the changes**. You will have to keep this booklet with last year's contract.

- Some members reported that when they called the substitute system to report an emergency day that they got a message that all allotted **emergency days** were taken. **NO! NO! NO!** If they put a cap on emergency days, then in effect we don't have emergency days. The district will try to correct it. If it happens to you, have your school office report it or call DMEA. (471-8040)

- This is the 1st of several alerts about **summer paychecks**. This fiscal year has 53 Fridays. It happens every 5-6 years. In the past the district has paid 26 1/2 checks. This year is different. You will receive 26 paychecks as usual but there will be 3 weeks between your paycheck on June 16 and July 7 (teacher and associates). For secretaries and SUCCESS workers, the 3-week period will be June 9 and June 30. **PLAN ACCORDINGLY!**

- There is no truth to the rumor that DMEA has dropped the **Prohibited Practice Complaint** filed last summer alleging bad faith bargaining. We are engaged in a **mediation process** that has involved a representative of the Public Employment Relations Board. It is alive and our attorney (ISEA) will seek a hearing date if mediation breaks down. Time is short.

- The Des Moines School Board adopted a **2000-2001 school calendar** in November. It was the calendar recommended by the DMEA following a survey of our members. It has no intercession days. Board members continue to be interested in the concept of intercession days so they have appointed a broader committee to look at intercession days for the 2001-2002 calendar. The implication for you is that you will hear more about intercession days in the coming months.

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George Fischer Scholarships

Applications for DMEA's George Fischer Scholarship are now in the Counselor's office at the high schools. You can also pick them up at the DMEA office. The deadline for applications is March 17th. The scholarship is available to high school seniors who are dependents of a DMEA member.

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Welcome Back
from your winter break....

Only 9 weeks
until spring break!

DMEA Elections

DMEA elections are approaching. Deadline for nominations is February 18, 2000, at 4:30 PM at the DMEA office (206 Center). The Election will be in early March. **Do not use bag mail.**
Your FR has nomination forms or you can get one by calling the DMEA office. (471-8040)
Most positions are for 2-year terms. Here is a list of available positions:

DMEA - President
DMEA - Vice President
Elementary School Representative
Middle School Representative
Ethnic Minority Representative
ISEA Executive Board **(3-year term, shall begin June 1)**
ISEA/NEA Delegates

Dept. of Associates - President
Dept. of Associates - Vice President
Dept. of Secretaries - President Elect
Dept. of Nurses - President
Dept. of Nurses - Vice President