



October 1998
Volume 1, Issue 2

"An investment in knowledge pays the best interest."

— Benjamin Franklin

CALENDAR

November

- 2 GA Committee
4:15 p.m. DMEA office
- 5 Executive Board Meeting
4 p.m. DMEA office
- 9 IPD Committee Meeting
4 p.m. DMEA office
- 12 Faculty Rep Assembly
4 p.m. North Cafeteria
- 17 Dept. of Associates
4 p.m. East High Library
- 17 Human Relations
4 p.m. DMEA office

**DM Teachers Retirement
System Annual Meeting
November 6th - 4:15 p.m.
At North High School
5:30 Advisory Committee**

DMEA LEADERSHIP REPORT

We are again working through a joint committee with district administrators on the issues affecting substitute supply and demand. Judy Carter (Douglas) Anita Allen (Edmunds) Justine Finley (Callanan) and Jim Patch (Central Campus) represent DMEA.

On September 21 we received our first report from the district. Between August 27 and September 18, only 4 classrooms were not filled due to a lack of substitutes. However, 27 associate absences were not filled during that same 3-week period (supply of associate subs is even tighter than teacher substitutes).

Nobody is optimistic about the district's ability to maintain this record. So we look for other solutions to increase supply and lower demand. We get our next update on October 26th.

Give us your suggestions!

Emergency leave may be used for necessary court appearances related to personal matters. Generally, the emergency days are for matters over which you have no control. If you are to appear in court as an employee for a school-related matter, you are on the job and no emergency day(s) will be charged against you.

Other purposes for which emergency leave can be used include family illness, household disasters, and car problems (1/2 day only). Staff who are to report on a day that school is closed may also use 1/2 day if weather delays the trip to school.

Corporal punishment has been banned in Iowa for over a decade. I've never talked to a school employee who laments the loss of this outdated tool. However, it has been necessary to develop alternatives.

Iowa law passed in 1994 allows school employees to use "reasonable

force" to do the following:

- maintain control
- protect others from harm
- protect himself/herself from harm
- break up fights
- protect school property

This ISEA sponsored legislation also includes protection from being charged with assault and raises the standard of proof by those suing the school employee to "clear and convincing" evidence that force was unreasonable.

Students that assault an employee must be suspended. The School Board may expel.

Please remind new DMEA members that you have signed up this fall that they will be invited to a special dinner on November 10th at Hoyt Sherman. An invitation will be mailed soon. The dinner is paid for by NEA Member Benefits grant.

Bev and Carol are leaving DMEA effective December 18th. We will provide opportunities for you to thank them for quality and loyal service.

We are in the process of looking for a replacement to start early December and spend some time in training with Bev and Carol.

School Success

A longitudinal study of preschool programs for children living in poverty by the High/Scope Educational Research Foundation documents a return of \$7.16 to taxpayers for every dollar invested in preschool programs. Preschool programs produced these positive results for students enrolled in preschool programs:

- A 50% reduction in crime rates
- Increased by 1/3 the number graduating from high school
- Reduced by 1/4 the number requiring welfare services
- Reduced by 1/3 the number of out-of-wedlock births.

The following questions and answers regarding the potential sale of the DMEA building is to augment the information that you received on September 10, 1998 and in the September 22nd edition of the TEMPO.

Q Why is DMEA considering the sale of its headquarters?

A The ISEA sold Salisbury House last May and in June purchased a building between 2nd Avenue and 3rd Street overlooking the river. The building is located approximately ½ miles south of I-235. The ISEA and DMEA decided to jointly explore the feasibility of the DMEA moving into the new ISEA headquarters as tenants.

Q Why must we decide in November?

A The ISEA will move into the new headquarters in the spring of 1999. The DMEA would do the same if the FR's authorize the move. The ISEA wants time to work with architects on making changes in the building, including the potential accommodation of the DMEA. Following work with the architect, remodeling will be necessary. The ISEA has asked the DMEA to let them know in November.

Q What is the motion before FR's?

A *"DMEA will move to the new ISEA office if cost effective and contingent upon sale of our current office at a price that will keep us economically independent without raising dues for this purpose for the foreseeable future and upon reaching a mutually acceptable agreement with ISEA."*

Q What does the motion authorize?

A The motion authorizes the DMEA leadership to do two things which will be done simultaneously; 1) we will begin to work with potential buyers for the DMEA property. There are interested buyers that we will deal with before we employ the services of a real estate agency. 2) it authorizes the DMEA to begin to work with ISEA on issues related to space, services, and costs. If one of the two does not materialize to the satisfaction of the DMEA Executive Board, we can then tell ISEA we will not be moving.

Q What is the value of the DMEA office?

A We received an appraisal from the Hayes Company in late September valuing the property and building at between \$200,000 and \$225,000. We do not know the sale price until we can put it on the market and receive offers.

Q What are the expenses we incur as a building owner/landlord?

A DMEA pays property taxes, maintains and repairs the property, and insures the building and grounds. We calculate that during 1997-98 the DMEA spent \$22,000 on the above mentioned services. Our annual rental income is \$20,400 if both floors are rented. In addition, we have spent \$3500 improving the building and grounds during the last 2-years

Q What is the value of owning the DMEA property?

A While we do not get enough rent income to cover our annual expenses, owning is valuable because of the increased equity. The building and grounds were purchased for \$127,000 in 1976 and it is now worth \$200,000 to \$225,000.

Q What is the projected cost of renting at the ISEA headquarters?

A Bill Pritchard, ISEA Business Manager, has firmed up the rental cost to DMEA so that we are in a better position to make a decision. The rent would be based upon 800 sq. ft. of office space, 100 sq. ft of storage space and 3 guaranteed parking spots for DMEA President and staff. Mr. Pritchard calculates that the parking will be the equivalent of \$1.50 per sq. ft. He confirmed that the rental on our office space would be \$10 per sq. ft. That works out as follows: 900 sq. ft x \$11.50 (including parking) = \$10,350 annually divided by 12 months or \$863 per month. That would cover everything and is a firm offer from ISEA.

Q How will the DMEA pay for the rent expense?

A Assuming that the DMEA would realize \$200,000 from the sale of the property, those funds would then be invested conservatively and proceeds earmarked for rent payments. \$200,000 invested at 6% would generate \$12,000 per year, which would be adequate to cover the rent and the parking.

Q How would the phone system work at ISEA?

A DMEA would have 3 of its own direct lines with 1 being available for the fax machine. If all lines are tied up or office personnel are temporarily unavailable, the call would transfer to the ISEA switchboard. There would be human being at the switchboard to ask if the caller would like to leave a message or be transferred into phone mail.

Q Is parking plentiful?

A Parking should be available at those times of the day when the DMEA requires parking. Most of our committee meetings and Executive Board meetings begin at 4 p.m. ISEA staff has usually scattered by then and the other 2 UniServ units most generally have their meetings in the evening. FR meetings would continue to be held at North High cafeteria.