

DMEA TEMPO

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711 MILLION "THANKS" TO YOU!

By President Paul Mann

Thank you, thank you, thank you, Governmental Affairs committee members, Faculty Representatives, Executive Board members, and all other members who worked so hard in so many ways to help secure over \$700 million dollars for Polk County K-12 students!

This final 56-44% victory will usher in a building boom that will breathe new life into the entire Metro area and will ensure that DSM schools and the City of DSM do not become the "Hole in the Donut" so prevalent in many, major, urban areas.

As the district prepares for massive renovation and rebuilding, we must be careful not to lose sight of the many educational challenges and issues facing this district. We have two prohibited practice complaints pending against the district, a feeling of great unease and anger among many staff as we struggle to cope with radical changes foisted upon us, and no significant progress on restoring the cooperative, trusting relationship that ought to exist between staff and management.

However, John Vint, Cindy Roerig, and I are continuing to meet with top administrators and are hopeful that, with the passage of the sales tax, the administration and the DMEA are now in a position to take advantage of significant new opportunities for mutually satisfactory agreements. It remains to be seen whether or not the administration is interested in restoring the confidence that has been lost. It could do so by indicating an understanding of outstanding issues that separate management and employees, by clearly indicating how the administration will deal with employees in the future, and by taking steps to demonstrate a serious commitment to shared decision making. We remain committed to trying to forge such a cooperative relationship, but time grows short.

As we enter into another Holiday Season, we can and should rejoice that new hope has entered our educational realm. Together, we will face many challenges in the coming year, but, for now, let us savor this moment of great satisfaction in what we have jointly accomplished for the present and future children of Polk County!

On behalf of John, Sharon and myself, best wishes for a happy holiday!

Happy Holidays!

Paul

John

Sharon



Bargaining Begins

The bargaining team for the DMEA proposed changes to the master contract for 2000-01 at an open meeting on December 3rd. The district will answer on December 17th. Serious bargaining will begin in January. The following is a summary of the DMEA opening proposal. Your Faculty Representative has a copy of the actual language or you can call the DMEA (471-8040) and we will send a copy to you.

I. Certificated Employees

DMEA proposed:

- a BA base increase of 11% or \$26,113 (current is \$23,525). Step movement on the schedule makes our proposal 14%.
- a 1% increase on the longevity scale for those at the top of their salary lane.
- an increase in longevity for those with 22 or more years of service.
- a new MA lane for SUCCESS employees.
- per diem rate pay for employees who must take on additional responsibilities because of a lack of substitutes.
- no change in health, prescription, dental, life and disability coverage or method of payment (100% district). Add optical insurance.
- guaranteed planning time of 54 minutes during student contact day.
- student contact day not to exceed 390 minutes (6.5 hours).
- elimination of the provision that allows administrators to hold staff for meetings after their work day (7 hrs. 45 min.).

II. Associates

DMEA proposed:

- an 11% increase in the base plus annual increment.
- an increase in the longevity step from \$4.00 to \$6.00 per day.
- no insurance changes except the addition of optical.
- an early retirement proposal using accumulated sick leave to purchase health insurance.
- elimination of the provision that allows administrators to keep staff after normal work hours (7hrs. 30 min.).

III. Secretarial/Clerical

DMEA proposed:

- an 11% increase in the base plus increment.
- an increase in the longevity step from 4% of base to 5% of base.
- an increased differential for building secretaries and a change in title to "office manager".
- an improved seniority provision for transfers.
- no change in insurance package.
- an early retirement provision using accumulated sick leave to purchase health insurance.

➔ Briefly:

- Some provisions of the Master Contract are subject to interpretation. That's why we have a grievance procedure. Other parts are easy. The contract says each employee is to get 30 uninterrupted minutes for lunch and it is to be duty-free. If you are not getting 30 minutes, bring it to the administration's attention or call DMEA.
- ISEA offers scholarships to a son or daughter of an ISEA member who is planning to become a teacher and who has 60 semester hours or be considered a junior in college. Applications are available at DMEA.