



Tempo!

Back to School Edition

Negotiations Update

Patty Trump, Monroe Elementary

On behalf of the Negotiations Committee, I want to welcome you back to a new school year. Last year was an incredibly tough year for many of our members with uncertainty, layoffs and reassignments. Thankfully, our lobbying efforts at the state and national level have made a huge difference. Without the support of our friends in the Iowa Legislature and the United States Congress, we would be facing catastrophic cuts. Please remember those representatives when you vote this fall.

Under the circumstances, I believe we achieved a fair contract settlement for the coming year. There will be no changes in the benefit program for any of our employee groups and we were able to negotiate small raises for clerical and ESP members. Teachers will continue to receive normal step increases. You

can access the complete comprehensive agreement for all three bargaining groups on DMPS Today by clicking on District Shared Documents, then Public Human Resource Documents.

Cognizant of the current recession, we agreed to no increase on the base salary for teachers. Teachers who qualify for longevity pay will get no pay increase this year and other teachers will receive only their step increase. We have done more than our share to bear the burden of the current economic downturn and should continue to press for increased financial support for education.

Teachers, when you look at the new salary schedule, please be aware that the **Teacher Salary Supplement (TSS) money is now folded into the salary schedule.** In

past years that money has been distributed in a variety of ways at different times during the year, but state law now requires that it be part of the regular salary schedule. There is \$4,426 in TSS money included in the amount listed for your pay level on the salary schedule. TSS money will be included in every check, beginning with our first payday on September 3.

There will be few changes on the negotiating team for 2010-2011. Jessica Gogerty is leaving to take a non-teaching position with the district and new DMEA President Melissa Spencer is joining us. Members of the committee represent teachers at the high school, middle school, and elementary level, as well as nurses, SUCCESS workers, clerical employees and ESP's. We want your input and your questions.

Des Moines Education Association

Back to School Issue

August 20, 2010

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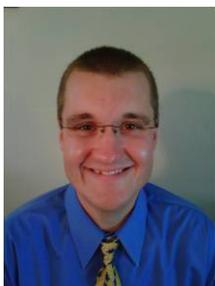
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Inside this issue:

Welcome Back DMEA	2
President's Note	2
Department of Secretaries	2
Note from Office Manager	3
Tips from NEA Members	3
Department of Associates	3
Calendar, Contact Information	6

Introduction to Doug Smith

Doug Smith, DMEA Associate Director



Hello DMEA Members!

My name is Doug Smith, and I am happy to be your new Associate Director. I

look forward to meeting and working with all of you. I can't wait to get out in the buildings and say hello.

I am a graduate of Simpson College and of the National Education Association's UniServ Pre-Employment Development Program.

I hope you are as excited as I am for the start of a new school year.

Please don't hesitate to call me at 471-8040, and my e-mail address is dsmith@isea.org.

I would like to take this opportunity to welcome you to the 2010-2011 academic year. We made it through last year with just about everything imaginable, such as layoffs, excess, bargaining, budget cuts, budget shortfalls, etc. This academic year will also have its challenges, but we are a stronger local because when we were tested, we stuck together like glue to weather the storm. We are a strong organization of education employees who care about children and public education.

Recently, I had the opportunity to attend the ISEA Summer Leadership Conference. In one of the sessions I attended the speaker had everyone find a partner and draw a smiling face on his or her hand. The speaker called this your "inner child."

This was a simple task, but it was a lot of fun sharing with my partner. I stuck my hand out and my partner drew a smiling face on my right hand then I drew a smiling face in her hand. Then the speaker asked the participants to take a look at your "inner child." This session was a joint session for all the participants who attended the leadership conference. The session was all about having fun and using humor to add fun in your life.



Greg Harris,
DMEA Executive Director

Here Are Five Ways to Add Humor, Joy and fun to Your Life

1. Always know where to find your inner child.
2. Change your mind every 3000 miles
3. Add sprinkles whenever possible
4. Follow your dreams and see where they really go at night.
5. Practice extreme moderation.

President's Note

Melissa Spencer, DMEA President

Welcome back to a new school year! I hope your summer allowed you some time for rest and rejuvenation!

We start the 2010-2011 school year with the hope that it will not bring the tribulations of the previous year, especially concerning layoffs and the loss of many positions. In fact, there is already a reason to be hopeful that this year will be better than the last – the passage of the Education Jobs bill just last week! This will bring around \$6.6 million to the Des Moines Public Schools, which will be used to bring back 55 positions that were excessed in February. But with this hope must come ACTION! We cannot just hope that this

our district and our education system in general. There will be many opportunities to do just that this year, especially with the reauthorization of ESEA (aka No Child Left Behind) coming up in 2011.

I know it is easy to get bogged down in the demands of our jobs as educators, but know that getting involved can help improve your day-to-day work in your classrooms! Remember, we can do so much more together to make a difference than we ever can alone!

As for DMEA, we are looking forward to this new year as we welcome our new Associate Executive Director, Doug Smith, who is not new to DMPS or DMEA! We also hope to offer more workshops for Reps and ways to get more and more members involved!

I hope your year gets off to a great start!!



Melissa Spencer,
DMEA President

year will be better – we must actively pursue ways to enhance

Department of Secretaries Lillie Noland, Greenwood Elementary

I would like to introduce myself. My name is Lillie and I became the new President of the Secretaries on June 1. My background consists of a variety of occupations, including running my own daycare business, temping for several large companies and working for a software development company. I am currently the office manager

at Greenwood Elementary. If you have any questions, concerns or comments, please feel free to give me a call. I look forward to serving you for the next couple of years.



DMEA Rep Assembly Schedule

For the 2010-2011 school year DMEA Rep Assemblies will be held at Waveland Hall at Plymouth Church, 4126 Ingersoll Ave. DMEA rep assemblies are open to DMEA Reps and DMEA members.

Rep Assemblies are held on Thursdays at 4:15 p.m.

September 9, 2010
October 21, 2010
November 11, 2010
December 9, 2010
January 13, 2011
February 10, 2011
March 3, 2011
April 14, 2011
May 12, 2011

A Note from Kathleen Crouse, Office Manager

Welcome back to a new school year!

This is the time of year that DMEA updates the changes in our membership. With all of the upheaval last spring many of you have moved to a different work location or changed your status in some way.

In order to keep your dues deductions correct and ensure that you receive all you are entitled to as a member, be sure to keep us informed of such changes as:

Name
Home Address
Phone Number
Work Location
Work Status

Your building rep will distribute this year's Membership Summary form. Please note any changes and either turn it in to your building rep or bag mail it to DMEA.

Maria and I work together every day to maintain up-to-date information on the 2200+ members of DMEA. Please call our office at 515-471-8040 or e-mail us at kcrouse@isea.org or mrittel@isea.org.

Have a wonderful 2010-2011 school year!



Tips from NEA Members

"To curb frustration at the end of the school year when I have to record all the professional development hours I've accumulated through the year, I tried something that seems to be working. I took a three-ring binder, labeled it 'Workshops for School Year 20__ - 20__.' I take this binder to every workshop or professional development training that I attend and make sure I document the title, date, presenter, location and hours. I keep paper in the binder for note-taking. I also take

handouts from workshops, punch holes in them and keep them in the binder. Now, instead of frantically searching for all those certificates, I have everything I need in one notebook."

"Before the first day of school, I make up seating charts for each class period in alphabetical order keeping the seating boy/girl as much as possible. Instead of having the students stand up while I call out their seat, I place an index card on

each desk. The cards list the period number and the student assigned to that particular desk. I write the directions on the board asking them to find their card and I greet the students as they enter the room. They know I mean business when they enter and we don't have to waste time assigning seats. This procedure also helps me learn their names fast as they are sitting in alphabetical order."



Department of Associates

Wow, welcome back for a very robust year. Hope your summer had lots of relaxing, memorable, and most importantly, "just what you needed moments."

We have a lot of trials and tribulations with new assignments, administration, and students. Pray we all take the time to enjoy all these changes and rise to meet all challenges.

Your Living Wage Committee has been working all summer and we have a new

plan of action. Watch your e-mail for more information and important dates!

Our first members' meeting will be Wednesday, September 8, at East High. Watch your e-mail for more information.

Again, it is my hope along with your Executive Board that your year will be one of



the best ever. As always, I am at your service and love representing everyone.

Fondly,
Rhonda Anderson
Department of Associates
President
Paraeducator East High School

Rhonda Anderson, East High School

