



EAST CENTRAL UNISERV UNIT

## Start Your Year Right!

**File** transcripts in a timely manner if you earned credits for salary schedule advancement.

**Review** your personnel file and make a list or copy of all the contents. If there are inappropriate items, notify your contract maintenance chair and/or UniServ Director. Make periodic reviews of your file.

**Start** your own personnel file. Include such things as your license, college transcript, letters of praise or reprimand, evaluations and responses, student accidents or incident notes, and letters from administrators/supervisors.

**Keep** a daily log of problems you might face with students, administrators; colleagues, parents, or

community members. Include dates, times and brief descriptions and/or witnesses. DO NOT leave this log at school.

**Confirm** your seniority list for accuracy when it is published. If there is an error, work for immediate correction.

**Verify** your salary and other conditions of your individual contract so they are in accordance with the Master Contract. Compare your first paycheck with the contractual amount so errors can be corrected immediately.

**Check** the insurance(s) in which you participate at school. There may need to be changes for name and/or family status. Get information about different carri-

ers, plans, and deductibles.

**Review** the Master Contract, staff handbook, and Board policies to be aware of various procedures, do's and don'ts, and other policies that may have changed.

**Think** before you send e-mail messages or access sites on the school's computer. Use the school's computer for school related activities and not personal business. Assume you have no privacy when using the school's system. Be very careful when sending messages to colleagues, parents, and students. Keep the content professional! Employees have been terminated for incorrect usage of school equipment. - *From the Sep. issue of The Lincoln-Way*

## Bargaining, ESP, Retired & Student Conferences

ISEA will be holding four important conferences this fall for various members.

**ISEA's Fall Bargaining Conference** will be held on Saturday, October 24 from 10:30am—2:30pm at Des Moines Area Community College in Ankeny. It is important that locals try to send as many members of local bargaining teams as possible to this conference. Topics will include bargaining in tough economic times and implementing new laws that require a single salary schedule. Local presidents are encouraged to attend as well. There is no cost for the conference and lunch will be provided. To register go to [tinyurl.com/mkhpof](http://tinyurl.com/mkhpof).

**ISEA Retired Conference** will be held on October 23 at Kirkwood Community College's Continuing Ed Center. To register contact ECUU or contact retired rep Bill Hynds at [wfhynds@iowatelecom.net](mailto:wfhynds@iowatelecom.net).

**ISEA ESP Conference** will be held November 13-14 at the Holiday Inn Merle Hay in Des Moines. ECUU will provide scholarships to ECUU ESP's who want to attend. Contact Connie at [cesser@isea.org](mailto:cesser@isea.org).

**ISEA Student Program Conference** will also be held on November 13-14 at the Holiday Inn Merle Hay in Des Moines. ECUU will be providing 3 scholarships to each area college for students to attend the conference. To register student should contact their ISEA faculty sponsor. Contact Coy at the ECUU office with any questions.

# ISEA

Great Education.  
It's An Iowa Basic.

ECUU Leaders

*President*  
Nancy Notton-Stumpff, Benton

*Vice President*  
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*Secretary/Treasurer*  
Diane Irvine, Linn-Mar

*Members At Large*  
Deloris Ryan, South Tama  
Bev Stolfus, Clear-Creek Amana  
Andrew Buck, Anamosa  
Kris Wingate, Iowa City

*Retired Rep*  
Bill Hynds

*Student Rep*  
Caitlyn Zewen, Mt. Mercy

*ESP Rep*  
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*ISEA Exec. Board*  
Karen Hartlep, Benton

*Resolutions*  
Larry Munson, Marion

*Multicultural Rep*  
Vacant

*Protecting Member Rights*  
Britney Hagmeier, Linn-Mar

*Build Better Teach/Learn Environment*  
Kim Meyer, Linn-Mar

*Build Support for Public Educ.*  
Nancy Porter, Iowa City

*Strengthening Local Associations*  
Diane Irvine, Linn-Mar

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## Membership Matters

Whether you are a first-year teacher or a teacher entering the final year of your teaching career, ISEA membership matters. Membership provides personal, as well as collective, benefits. The personal benefits of being an ISEA member fall into three broad categories.

**ISEA provides you with financial security and job protection.** We fight to make salaries and benefits competitive. We protect members' rights and work to resolve any job-related problems you experience. We provide expert advice and assistance in contract terminations, allegations of student abuse, and matters before the Iowa Board of Educational Examiners.

**ISEA membership entitles you to cash savings and benefits.** Examples include: two, free 30-minute attorney consults per year plus discounted hourly rates, free DUES-TAB life insurance, access to credit cards with no annual fee, free national and local discount card savings of 10-50 percent in over 100,000 locations, courses and assistance toward obtaining your National Board Certification, and money-saving insurance and investment products.

**ISEA offers you opportunities for professional growth.** The ISEA Professional Development Academy course offerings continue to grow with each 15-hour course available for either licensure renewal or graduate credit.

Collectively, **ISEA gives you a strong voice on issues that matter.** No other education organization has a seat at the table when important decisions are made affecting how and what you teach. We speak out with a strong voice about your needs and concerns in public relations campaigns. We lobby on behalf of pro-education legislation and work to stop passage of damaging laws.

In a nutshell, it's all about respect. We work to restore respect to public education and educators.

- From the September issue of *The Sentinel*.

## The Importance of Advocacy

By Jeremy Kunz, ECUU Director

"In these tough economic times it is important to be a team player."

Welcome to every grievance meeting I have attended in the last year. Now that times are tough, it seems that many district Administrators have decided that **ALL** of a districts problems are due to the negotiated agreement and the economy, and furthermore if we cared about students we would not insist on the contract being followed.

I have witnessed arguments and statements from administrators ranging from "You do not know how lucky you have it" to "Do you want the school to close down?" These come from issues that range from no cost to the district to \$10,000 (uh-oh we better close our doors now)!

This is not just an article designed to whine about these things, but it is a reminder. The District Administration and the Board of Education for your local district signed a contract with you. They did not do this under duress, they did it willingly in the process of negotiations. They are as obligated as you to fulfill the duties in it. We must stand together over these issues. There are no districts in East Central in danger of not being able to meet payroll and we have not negotiated any agreement that any district cannot afford.

**So in response to the next time we hear anything about the economy, remember you are part of it too and that a contract is meant to be held in good faith. If it is not, give us a call.**

Remember the district would not accept this statement from us. We can't accept it from them.

"In these tough economic times, I can't get grades in on time."

## IPERS Update from the ISEA Hotline

In order to continue to run a financially viable retirement system, the IPERS Benefits Advisory Committee (BAC) approved actuarial studies to analyze options for increasing contributions and reducing future benefits. The results of these studies were released September 14th.

"I want to reassure you no benefits you've already earned can or will be changed. Any changes to IPERS would require legislative action," said Chris Bern, president of the Iowa State Education Association. "That's why we're asking you to ignore inflammatory rumors and headlines and rely on ISEA and IPERS for accurate and up-to-date information."

Educators make up over 50 percent of the people contributing to IPERS. Of those contributions, 40 percent comes from you and 60 percent comes from the employer.

Here are the changes the BAC is considering:

-Reducing the benefit formula multiplier for new and current employees

-Cutting out some--or all--early retirement incentives and subsidies that allow retirements before age 65

-Increasing the contribution rate as much as is affordable, but no more than 16 percent

IPERS CEO Donna Mueller indicated IPERS cannot reduce benefits already earned.

The ISEA will continue to advocate on your behalf. It is very important to make sure everyone in your local is signed up to receive the [ISEA Hotline](#) to stay informed on IPERS and other legislative issues. It is helpful to have good communication with your local legislators so you can tell them how any potential changes might affect you. Perhaps this year, more than ever before, your voice and our collective voices need to be heard at the Capitol.



## Teacher Store Open House in Cedar Rapids

On Thursday September 24, the Teacher Store will hold an open house from 4-7pm. The teacher store was formed by the Cedar Rapids, Education Association and is supported by the Linn Area Credit Union. The store

provides classroom materials and supplies to area teachers at NO COST. Because local schools cannot provide all the resources teachers need to educate their students, the store tries to fill that void. For more

information about the Teacher Store, go to [teacherstore.weebly.com/](http://teacherstore.weebly.com/). Please contact the ECUU office for "teacher bucks" that you can use for items. The store is located at 606 5th Ave. SE in CR.



## New Access Cards & Member Benefits

New Access Cards were issued in mid-September for all ISEA members. There are many new discounts available along with some older favorites. Here are some highlights:

- Get 18% off your Verizon Wireless monthly access
- Save \$10 a month off of your Dish Network bill for 12 months
- Receive \$2 off a Casey's large pizza

Also NEA MB has a newly redesigned website that offers many new ways to save some money. Included on the website are new discounts that include:

- Substantial discounts on Whirlpool's family of appliances
- Enterprise Rent-a-Car now offers a 5% discount on car rentals
- NEA members can now receive a free 30 day program with Jenny Craig

Go to [www.neamb.com](http://www.neamb.com) for more info.



<http://ia.nea.org/uniserv/eastcentral/archive.html>

### *ECUU Staff*

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### ECUU Membership Update

At the time of publication, three ECUU locals have increased their membership since last school year. They are Benton, Clear Creek-Amana and South Tama. Great work! So far 16 locals have turned in membership materials. Please encourage non-members to join!

### On a Local Teacher Quality Committee?

ISEA, IASB, DE, and SAI have created a new Teacher Quality Committee Notebook to assist local committees in their work. The notebook is a comprehensive resource that includes sections on the law, guidance from DE, recommendations from workshops, bargaining topics, and much more. Go to <http://www.isea.org/profdev/tqc.html> to see it!

## New Issues with BOEE Ethics Code

Have you ever processed a book order for your students through Scholastic? Have you ever collected money from students for t-shirts for a sport or band? Have you ever co-mingled your own money with money from students by writing a check to order something?

If you answered yes to any of these questions, you may have violated the Iowa Board of Educational Examiners (BOEE) Code of Ethics. All licensed practitioners (teachers and administrators) must follow the Code of Ethics as set forth by the BOEE. One of the standards that must be followed is the proper use of public funds and property. Violation of this standard includes criteria d. combining public or school-related funds with personal funds. The BOEE would consider the previous examples as possible violations. If you collect money from students and then send a personal check or use a personal credit card to pay for items for the students, this could be a violation. ECUU has received more and more reports from local districts and associations that school employees are so-mingling or misusing funds. The state Auditor's office has dedicated more time and effort to looking into school district financial issues than ever before.

So what can you do to protect yourself? If it is necessary collect money from students for something, all that money must be run through a school district account. This allows the money to be accounted for by auditors in case something goes wrong. Even safer, have your school's office collect the money. If at all possible, have students order items directly from the company you are using. Scholastic Book Clubs now offer online ordering, for example.

Most importantly, DO NOT PANIC. Just because you have done any of these things in the past does not mean you will be in trouble. It is just recommended that you be cautious going forward and always contact the ECUU office with questions.

## Health Care Reform Debate Continues

The debate about what to do with our nation's broken health care system continues across the country. NEA and ISEA support health insurance reform that helps to guarantee every person in America has quality, affordable health care coverage. We urge Congress to pass reform legislation that protects what works in our current system and fixes what is broken. Why is this a concern to the Association? First of all, not all of our members can afford health insurance. Secondly, it affects some 9 million children in this country who have no health insurance. As you know when these children come to school they run a higher risk of falling behind and being unprepared. Finally, health insurance costs have grown by 120% or more in the past 8 years. These costs are passed on more and more to employees or if your employer provides you with health insurance, the money used to pay for health insurance is that much less money going to wages. Please contact your Congressman and Senators and urge them to pass comprehensive health reform THIS FALL. For more information or further talking points, go to <http://www.nea.org/home/16326.htm>.