



EAST CENTRAL UNISERV UNIT

LEGISLATIVE ACTION NEEDED TO PROTECT TEACHER SALARIES

The Iowa House and Senate are considering important legislation concerning your paycheck.

We encourage you to [contact your legislators immediately](#) or attend a legislative forum.

Please let your legislators know they need to support SSB3248 clarifying--once and for all-- that Teacher Salary Supplement, Professional Development, and Early Intervention are restricted funds rolled into the school aid formula.

Ask them to stand by their commitment to keep this sustainable source of funding.

In 2008, the Legislature rolled separate categorical funding appropriations into the school aid formula in order to create a sustainable source of funding. The previously separate categorical funding; teacher salary supplement (TSS), professional development (PD), and Early Intervention (EI) became funding within the school aid formula and part of general aid. The law is specific about how these funds must be used.

In 2009, when the Legislature reduced school aid, it was made very clear that TSS, PD, and EI were fully funded. School districts have been unilaterally making the decision to cut 10 percent from TSS funds, but TSS funds cannot be used for anything other than teacher salaries, professional development, or Early Intervention.

Let your legislators know that we appreciate their commitment to moving the average teacher pay in Iowa to 25th in the nation but they need to be aware that these unilateral TSS cuts will certainly subvert that goal. A 10 percent TSS cut amounts to a \$500 cut in most teachers' salaries and most of education professionals have already been hit with Phase I cuts and pay freezes in the last year.

We urge Iowa's legislators to keep their promises and support legislation clarifying, once and for all, that TSS, PD, and EI are restricted funds rolled into the school aid formula. Tell them to please stand by their commitment to keep this sustainable source of funding.

ECUU Elections Upcoming

The ECUU Executive Board will hold its annual representative meeting on Tuesday April 20 at the ECUU office in Cedar Rapids. The meeting begins at 6:30pm. All members are welcome to attend. Dinner will be provided at 6pm to anyone attending as well. If you plan to be there for dinner, please send Connie an email and let her know so we can get an accurate count (cesser@isea.org)

During the meeting, elections for ECUU officers will be held. The following positions are up for election:

1. ISEA Executive Board Rep for ECUU
2. ECUU Vice-President
3. ECUU Members At Large (3 positions)
4. ECUU ESP Rep

If you are interested in any of these positions, come to the meeting to run!



ECUU Leaders

President
Nancy Notton-Stumpff, Benton

Vice President
Carolyn Stucker, Linn-Mar

Secretary/Treasurer
Diane Irvine, Linn-Mar

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

Retired Rep
Bill Hynds

Student Rep
Caitlyn Zewen, Mt. Mercy

ESP Rep
Vacant

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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A Staff Reduction Notice...Now what?

You have just been handed a staff reduction (termination) notice by your principal or superintendent. Your stomach is in knots; your eyes are filling with tears; and you feel as though your whole life has just collapsed around your feet. When those initial emotions subside, what should you do?

First, contact your local Association president and your UniServ director. They will guide you through your options and respond to your questions. They will also review the staff reduction language contained in your local Master Contract to determine whether or not the negotiated staff reduction procedure has been correctly followed.

The recipient of a reduction notice has three basic options: contest the termination of the contract, resign, or do nothing.

Option One is to contest the termination. This is done by requesting a private hearing before the local school board. The request must be in writing, and it must be delivered to the board secretary within five (5) calendar days of receipt of the notice. Requesting a hearing protects all of your legal rights. The request can later be withdrawn if you determine that you do not want to proceed with the hearing. If you are unsure of what you want to do, request a hearing. You can obtain a personalized letter to request a hearing from your local Association president or by calling Coy or Jeremy.

Option Two is to resign. Before submitting a resignation, discuss two important items with a local Association leader or your UniServ director: unemployment compensation and recall rights. Because you received a written termination notice, Iowa Workforce Development will consider your resignation a "quit or be fired" situation and you will be eligible to receive unemployment compensation. A resignation may or may not affect your recall rights. The recall language contained in your Master Contract will need to be carefully reviewed to ascertain whether or not a resignation forfeits your recall rights. Administrators will sometimes ask an employee to resign in lieu of being issued a termination notice. This is not recommended as it could affect your unemployment benefits.

Option Three is to do nothing. If you select this option, the board will, at its next regular or a special meeting, proceed to vote to terminate your contract. This will not negatively impact future employment opportunities as the termination resulted from a staff reduction situation.

Regardless of the option you are considering, contact your local president and UniServ office as soon as you get a reduction notice.



5 Star Local Recognition Program

ISEA is once again sponsoring the **Five Star Local Program**. This program recognizes locals for their activities in communications, advocacy, legislative and political organizing, organizational development, as well as teaching and learning.

The nomination form is due to the ECUU office by **Thursday, April 1** (no April Fooling!)

The Unit winner will receive \$100 of merchandise from the ISEA Store and recognition at the ISEA Summer Conference.

For the application form, go to <http://www.isea.org/awards/images/09-10fivestarapp.pdf>

Design Those Decals!

It is time once again for the ISEA Design-a-Decal competition. Students of ISEA members are encouraged to submit original designs to participate in the 25th annual contest. Entries must be submitted to ISEA by **Thursday, April 15th**.

A panel of evaluators will review the entries and choose 24 designs to be used as the 2010-11 ISEA Student Achievement Decals.

Along with other recognition, both the winners and their schools will receive a plaque with all of the year's designs. All members will receive a sheet of the decals for use with students during the school year.

For more information including the specific guidelines, go to <http://www.isea.org/awards/images/ddflye10-11.pdf>.



CR Teacher Store Appreciation Day

The Teacher Store (formed by the Cedar Rapids Education Association and Linn Area Credit Union) offers classroom materials and supplies at no cost to area educators. The Teacher Store is located 606 Fifth Ave. SE in Cedar Rapids. On Thursday April 1 from 3-7pm the Teacher Store will hold a Teacher Appreciation Day. Any member who is interested in visiting the Teacher Store on April 1 or during

regular business hours may go to <http://teacherstore.weebly.com> to obtain a Teacher Buck to "purchase" materials at the store. One "buck" allows you to get lots of free stuff. Regular hours at the store are Tuesdays and Thursdays from 4-7pm and Saturdays between 10am-2pm. For questions or more information contact Kathy at jokakreh@hotmail.com.



NEA Member Benefits Sweepstakes

NEA Click & Save, the online discount buying service for NEA members, highlights select retailers and merchants each month. Check out these featured "**Buy-lights**" for March!

The Home Depot: Up to 70% off

Target: 10% off

Restaurant.com: \$25 gift certificate for only \$8!

JC Penney: Save up to 70%

PETCO: Up to 40% plus \$8 off

Join the 100,000 NEA members already registered for NEA Click & Save. Go to www.neamb.com/clickandsave today!

Go Beyond Powerpoint with Zuma ed.

ZUMA ed. saves you time prepping lessons and frees you up to lead the classroom with a vibrant mix of media to stimulate engagement and participation, provoke thought and encourage understanding. Visit www.neamb.com to learn more about Zuma ed.'s excellent classroom presentations on a variety of subjects—all reasonably priced and **with a 15% discount for NEA members!**



The school is the last expenditure upon which America should be willing to economize.
-Franklin D. Roosevelt

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

ECUU Staff

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ECUU Updates

ISEA Retired—please send your name and address to Bill Hynds (ECUU's Retired Rep) if you are retiring this year. Bill will send you info on ISEA Retired. Bill can be reached at 319-668-1871, wfhynds@iowatelecom.net or by snail mail at PO Box 66 Williamsburg, IA 52361.

Bargaining across the unit and state continues to progress slowly this year. We do have 1 settlement to report, and it is a great one! **Solon has tentatively agreed to a 4.04% total package increase for 2010-11.** It also includes a 4% plus total package increase for 2011-12 and 2012-13. The settlement includes full incorporation of the Teacher Salary Supplement money as well. This is the first reported settlement in the state and sets the statewide trend above 4%! Congratulations to the Solon Bargaining Team and local President/Bargainer Karry Putzy.

NEA Reaction to President's ESEA Plan

The White House has announced that the Obama administration's "blueprint" for reauthorization will be forwarded to Congress on Monday, March, 15, 2010. The following statement can be attributed to Dennis Van Roekel, president of the 3.2 million-member NEA:

"We are disappointed by this first effort by the Administration to rectify the considerable problems in current federal education law.

"What excited educators about President Obama's hopes and vision for education on the campaign trail has not made its way into this blueprint. We were expecting to see a much broader effort to truly transform public education for kids. Instead, this blueprint's accountability system still relies on standardized tests to identify winners and losers. We were expecting more funding stability to enable states to meet higher expectations. Instead, this blueprint requires states to compete for critical resources, setting up another winners-and-losers scenario. We were expecting school turnaround efforts to be research-based and fully collaborative. Instead, we see too much top-down scapegoating of teachers and not enough collaboration.

"The public knows that struggling schools need a wide range of targeted actions to ensure they succeed, and yet the Administration's plan continues to call for prescriptions before the actual problems are diagnosed. We need proven answers along with the deep insight of the experienced professionals who actually work in schools.

"We know that it takes all stakeholders working together to improve our schools. The Administration's plan leaves out students' first teachers – their parents. There is no attempt in the blueprint to support parents' efforts to be more involved in their children's education.

"The National Education Association cannot support the Administration's plan at this time. We are sharing the blueprint with our members so their voices are heard. We intend to engage in a productive dialogue to meet the needs of students, educators and public schools.

For more information about NEA's principles for the reauthorization of ESEA, visit www.nea.org/esea."

To read President Obama's Blueprint, go to <http://www2.ed.gov/policy/elsec/leg/blueprint/index.html>.

Iowans have an important influence on the ESEA work as Sen. Tom Harkin chairs the committee charged with the reauthorization. He has set up an email address dedicated to ESEA comments. Please consider contacting Sen. Harkin on ESEA by emailing to eseacomment@harkin.senate.gov.

NEA Academy Offers Online Courses

The NEA Academy is an online professional development resource for all members. The academy offers dozens of online courses, tools for educators, and learning communities. Many courses qualify for recertification and graduate credit and are offered at deeply discounted prices. Included in the academy are also many courses applicable to ESP members including Rights and Responsibilities in the Discipline Process, Making Diversity Count, Teaching Reading in the Content Areas, Foundations of Reading and Literacy, and Health Information Network/Indoor Air Quality. For access to the courses and more information go to www.neaacademy.org.