



PEI

PROFESSIONAL EDUCATORS OF IOWA

October 31, 2017

Congratulations Iowa! After 43 years, you were given the right to vote on representation again!

On August 9, 1974, Gerald Ford took the oath of office, a half hour after President Richard Nixon resigned. Anyone who was alive at that time remembers the Watergate Scandal and how it hung over the nation like a cloud. I'll never forget one specific line in President Ford's speech that day, "Our long national nightmare is over."

At about the same time, public employees across Iowa were taking their first steps toward collective bargaining. The vast majority of school teachers endorsed their local union to bargain for them. Most of the teachers probably didn't even consider how long that election would stand. The answer was 43 years.

Public employees in 468 bargaining units voted whether to keep their units or not. Of those units, 32 decertified the union and became independent. Three certified school staff units plus one school support staff unit voted to become independent. Those districts are Glidden-Ralston, North Linn, and Sigourney (both certified and support staff). Not in 43 years, has there been a year that 4 education units moved to decertify. This alone is historic. Three districts, Earlham, Moravia, and Orient Macksburg voted to remain independent districts.

The take aways from this vote:

The current generation of Iowa teachers finally have a say in their representation!

The absence of the option to immediately certify an independent bargaining unit, delaying any certification for two years, kept many teachers supporting the union.

From the beginning of the process, PERB informed teachers that every non vote was the same as a no vote. However, they only reported 624 no votes when in actuality there were 4,667 employees who chose not to vote to keep their current bargaining unit.

Instead of the vote being about retaining the bargaining units representation, the union (in many districts), made this vote one of intimidation of educators both in their work places and in the privacy of their homes, and on the unsupported fear of losing all employee rights, pay, and benefits.

Our first statewide vote is over. Public employees have been refranchised and allowed to vote again.

We want to retain this right.

Do you?

Need to Know!

Changes to Education Law

Ethics play a major role in the everyday life of an educator - whether it is within contracted hours or on your own free time! As we've heard so often, an educator is an educator 24/7!

We want you to be aware of a couple of the ethics items that have been given significant weight as

mandatory items which must be reported to the BOEE. They are: written reprimands, written warnings, job separation agreements, resignations, non-renewals, or terminations that resulted from employee misconduct **covered by the mandatory reporting areas**. Mandatory reporting discipline areas are:

(a) **Soliciting, encouraging, or consummating a romantic or otherwise inappropriate relationship with a student.**

Be friendly but not friends with your students. Even text messaging a student is dangerous! If you find you must text a student, the safest thing to do is to include the parent/guardian in the same message! We are well aware of the difficulties educators face when attempting to lend assistance to students and yet keeping a professional distance. Call for back up or assistance from a fellow teacher or administrator if you are put in a precarious situation. The testimony of one person can damage or destroy your career!

(b) Falsifying student grades, test scores, or other official information or material.

Documentation is of utmost importance here! When/if a supervisor asks for you to change a student's grade, score, or IEP, etc. a follow up email needs to be sent immediately to that person stating, "Do I understand you correctly when you asked that I change [student's name] grade, score, IEP, to _____?" That one sentence can save your career! Send a copy of the email to your home email address.

(c) Converting public property or funds to the personal use of the school employee.

We see more coaches fall into this predicament than in any other area of education. Be cautious when fund-raising, collecting money for uniforms or tshirts, and in the handling of monies. It is a wise investment of your time and career to either have a non-profit such as a parent advisory committee, handle the money or direct it through the school.

(d) Being on school premises or at a school-sponsored activity involving students while under the influence of, possessing, using, or consuming illegal drugs, unauthorized drugs, or alcohol.

It's the end of the week and you feel like throwing back a beer before going to watch the local high school game? DON'T DO IT!!! The smell of alcohol on your breath is all it will take to have an ethics violation filed against your teaching license.

As a teacher we know that since you are directly working with students, your risk factors professionally are much higher than almost any other career. With any allegation you can plan on being considered guilty until proven innocent. Right or wrong, brace yourself for such treatment and trust PEI to help you through those times!

PEI BENEFITS



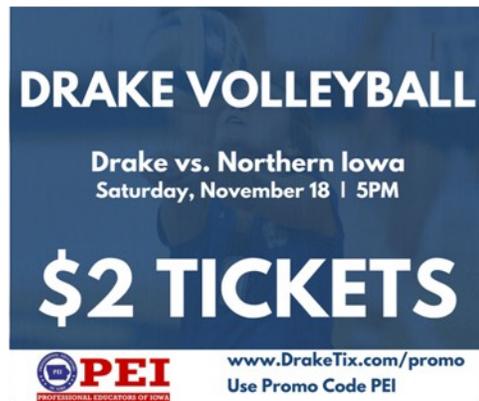
Contact the PEI office for details!



Saturday, December 2
Advance tickets only \$9

Call Mike Guske at 515-278-2827 ext 2103

Watch the PEI Facebook page for more events, including Drake WBB, ISU WBB, UNI WBB, Drake MBB, UNI MBB and Cedar Rapids RoughRiders Hockey



Order your tickets online at:

www.Draketix.com/promo and use code PEI

Or avoid online service fees by calling Tom Florian at the Drake Ticket Office 515-271-4949



Learn how you could save big on an Orlando vacation as a PEI member! Contact the office for details.

Contact us at:
515-221-2330
info@peiowa.org
www.peiowa.org

