

# THE VOICE

FOR ISD622 EDUCATORS

## MESSAGE FROM THE PRESIDENT

Hello Colleagues,

Earlier in March, I sent out an important email about how the State Legislature can make teaching more attractive by enhancing retirement benefits to recognize and reward teachers' hard work on behalf of students. Three bills could help this happen: 1) Increase pension plans 2) Double the service credits for working during the pandemic and 3) Bring back the rule of 90. If you have not written to your legislators yet, please do so. Connect with me if you have lost the link for doing this. Thank you to everybody who donated books for our book drive. Attached is a picture of the donated books. Our members donated 15 boxes of books. If you are looking to add to your classroom library, please schedule a time with me to come up to the office and look through the books.

Together,

Tim Kappes

### Community Service Projects

March was our book drive. If you need books for your classroom, contact Tim Kappes to set up a time to go “shopping” for some free books!

April we will do a community clean up on Saturday, April 30th. Time to be determined, but it will be for about an hour.



### Important

#### Phone Numbers

*\*Tim Kappes (President)*

Cell: 701-640-3177

*\*Jana Hedlund (Vice President)*

School: 651-748-6074

*\*Jody Murphy (Treasurer)*

School: 651-748-6669

Cell: 651-353-2554

*\*Mary Glagavs (Secretary)*

School: 651-748-6876

Cell: 651-249-6292

*\*Katrina Geske (Membership)*

Cell: 715-456-8920

### **Member Rights**

*\*Tim Kappes (Chair)*

Cell: 701-640-3177

*\*Kent Gordon (High School)*

School: 651-702-8685

*\*Janene Lenard (Elementary and Middle)*

Cell: 612-741-8508

School: 651-702-8088

*\*Annie Hodges (Special Education)*

Cell: 952-250-6637

### IN THIS ISSUE

- ◆ Message from the President
- ◆ Notable Numbers
- ◆ Contract Corner
- ◆ Scrambled Name
- ◆ Attention Getters
- ◆ Community Service

### Executive Board Meeting

You're invited!  
Monday, April 4, 2022  
4:15 p.m.

North St. Paul Legion  
2678 7th Ave E  
North St. Paul



# Contract Corner

## 457 Plans: A Lesser Known Tax Advantaged Way to Save for Retirement

There are many ways for NSPMOEA members to save and invest for retirement. In addition to social security and the Minnesota TRA pension, many teachers also invest in 403 (b) plans.

However there is another often overlooked benefit found in Article VIII Section 13 of the contract. This benefit is called a 457 plan. It is similar to a 403 (b) plan in that it is a voluntary tax advantaged savings plan through payroll deduction. It may be used instead of, or in addition to, a 403 (b) plan. You may contribute any amount from \$10 per paycheck up to a maximum of \$20,500 overall for the year 2022. Those that reach age 50 by the end of 2022 may contribute an additional \$6500 catch up contribution.

Minnesota Public Employees, including District 622 Teachers, may contribute to the Minnesota Deferred Compensation Plan (MNDCP,) Minnesota's state 457 plan. The plan is part of the Minnesota State Retirement System (MSRS) which also includes our Post Retirement Health Care Savings Plan.

The MNDCP plan administrators are public employees, and there are no commissions or sales charges. This savings, combined with ultra low expenses and economies of scale, allow more of your money to grow. A wide variety of investments are offered to suit nearly any employee from those who value hands off simplicity to those that prefer to customize their own portfolio. District 622 teachers have access to both Roth and pre-tax options.

Learn more by reading your contract and going to <https://www.msrs.state.mn.us/about-mndcp>

## 7 Attention-Getters to Use Instead of Raising Your Voice

- The Clap-In (or Snap-In):** To use a clap-in, simply pick a pattern to clap and have students repeat it back. As more students join in, the clap gets spread across the room until all students are participating in the clap and ending their conversations.
- Give Me Five:** For this attention-getter, raise your hand high so that students can see you. As each student sees the signal, they will also raise their hand. This will continue to spread until all students are silently raising their hands and looking to you for further directions.
- Class-Wide Countdown:** To employ this strategy, the teacher begins a countdown, generally from 10, but teachers can make adjustments as needed for their individual groups; and as students hear the countdown, they join in until all students are participating.
- Call-and-Response:** Using a call-and-response is another easy way to get students' attention, as they will have to not only listen to join in but also stop any side conversations in order to provide the accurate response.
- Timer/Song:** Begin the timer or song and by the time the timer or song goes off, students are expected to end their conversations.
- Hit the Lights:** A quick flash of the lights can alert students that something is about to happen.
- Sound Effects:** For this strategy, the teacher should identify a sound that will quickly get student attention and play the sound when needed.



**Testing season is upon us, here are some actual test questions and student answers.**

What is a fibula? **A little lie**

What is the meaning of "varicose"? **Nearby**

What ended in 1896? **1895**

Briefly explain what hard water is. **Ice**

To change centimeters to meters you ..... **Take out centi**

The first cells were probably..... **Lonely**

What is the strongest force on earth? **Love**

Is this your scrambled email?  
rustkef  
If so, email  
[mglagavs@isd622.org](mailto:mglagavs@isd622.org)  
to claim your \$10 prize!!