



651-748-4316

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# THE VOICE

FOR ISD622 EDUCATORS



## MESSAGE FROM THE PRESIDENT

Greetings Everyone!! Happy New Year!! Welcome back from winter break. I hope everyone had a relaxing and joyful break from school and that you got to spend plenty of time with your family and friends. We look forward to an exciting new year here in ISD 622. We have a lot going on in January. First off is the Collective Bargaining Conference that our Negotiations team attends on Friday and Saturday, January 23-24. To keep up to date on all that is going on in our local, check out our webpage at nspmoea.org and also friend us on Facebook. These are two great ways to stay in the loop of what is happening in our local.

As always feel free to email me at [rsanders@nspmoea.org](mailto:rsanders@nspmoea.org) or call me at 651-246-8769 anytime you need answers or help.

Together in Solidarity,

Rory Sanders



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### Important

### Phone Numbers

#### Officers

*\*Rory Sanders (President)*

Union Office: 651-748-4316  
 School: 651-748-6195  
 Cell: 651-246-8769

*\*Tim Kappes (Vice President)*

School: 651-702-8072  
 Cell: 701-640-3177

*\*Jody Murphy (Treasurer)*

School: 651-748-6164  
 Cell: 651-353-2554

*\*Mary Glagavs (Secretary)*

School: 651-748-6877  
 Cell: 651-249-6292

*\*Delene Sanders (Membership)*

School: 651-748-6955  
 Cell: 651-246-8751

#### Member Rights

*\*Al Rieper (Chair)*

Home: 651-773-8910  
 Cell: 651-231-5646

*\*Kent Gordon (High School)*

School: 651-702-8685

*\*Barb Ives (Middle School)*

School: 651-748-6615  
 Cell: 651-214-3974

*\*Ann Schultz (Special Education)*

School: 651-748-6720  
 Home: 763-691-8212

*\*Catherine Cranston (Elementary School)*

School: 651-748-7166

*\*Mary Jo Walker (Pre-school/Elementary)*

School 651-748-6616

### IN THIS ISSUE

- ◆ Message from the President
- ◆ Contract Corner
- ◆ Notable Numbers
- ◆ Scrambled Name

### Executive Board Meeting

You're invited!

Monday, Feb. 2  
4:15 PM

American Legion  
2678 7th Ave. E.  
N. St. Paul

## CONTRACT CORNER

Did you know there are two kinds of Personal Leaves? Specified and Unspecified. One of them costs you money to cover the sub pay and one doesn't. Which is which?

### Section 5. Personal Leave

Staff members often are confused between General (specified) and Unspecified Leave. Keep in mind the days all come out of the same pot (sick time) but only the General Leave requires a specific reason for the leave. The contract states, "personal and family emergencies, deaths, funerals, bereavements, weddings, relocating ones residence, court appearances, estate settlements, insurance settlements, financial or business affairs that cannot be scheduled outside school hours, graduations of family members, medical and legal consultations, college or university examinations, serving as an elected delegate within a recognized political party, including approved travel time."

In addition, Minnesota state law currently provides for up to sixteen (16) hours of this leave per year for a teacher to attend school conferences or classroom activities related to their own children.

This General Leave (Specified) will be deducted from sick time but will not cost the teacher money. When applying for this leave staff should be very careful about wording the request correctly and we advise asking a union representative for help in filling out the form before submitting it.

On the other hand the Unspecified Leave is quite uncomplicated. Staff is granted one day each year.

# Happy New Year!

The unused portion of this leave will accumulate from year to year up to a maximum of 6 days. The pay of the teacher using this leave shall be reduced by an amount equal to a day of pay for substitute services.

These days may not be used immediately preceding or following a school holiday more often than once in a 2 year period. This leave may not be used during parent conference days or the first 10 days of the school year.

The form for both types of Leave can be found on SharePoint in the HR section.

**Please remember:** Ask for assistance from your union rep when filling out the Specified Leave form, HR is very particular when granting this type of leave. Luckily, you probably won't need help filling out the unspecified leave form because it doesn't even ask for a reason...but it will cost you the sub pay!

As always...call your Member Rights person if you have any questions or need help with Personal Leave. The phone numbers are on the front of the newsletter.

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