

THE VOICE

FOR ISD622 EDUCATORS

MESSAGE FROM THE PRESIDENT

Hello Colleagues,

Welcome back from a much deserved break. I hope you all had time to do something you enjoy and spend some time with loved ones. A highly discussed topic right now with our union has been the credit approval process. I have had conversations with our superintendent and she is currently working with the HR department in looking at the current process to see if the classes that have been denied should be approved or not. Hang in there, we are hoping we can have a positive solution soon. Attached is a picture of our donated toys that we delivered to the North St. Paul Toy Shelf. They were so happy to receive them. If you have never stopped by, I highly recommend it. It is something special! Thank you all for everything you do. Please do not hesitate to reach out if you have any questions or concerns.

Together,

Tim Kappes

Community Service Projects

January will be volunteering at the North St. Paul Food Shelf. Please sign-up on the spreadsheet shared with The Voice. Feel free to bring friends or family members.

February will be a monetary donation to a charity. More information to come.



Important

Phone Numbers

**Tim Kappes (President)*

Cell: 701-640-3177

**Jana Hedlund (Vice President)*

School: 651-748-6074

**Jody Murphy (Treasurer)*

School: 651-748-6159

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: 651-702-8080

**Annie Hodges (Special Education)*

Cell: 952-250-6637



IN THIS ISSUE

- ◆ Message from the President
- ◆ Notable Numbers
- ◆ Contract Corner
- ◆ Scrambled Name
- ◆ New Year's Resolution
- ◆ Relicensure
- ◆ Service Projects

Executive Board Meeting

You're invited!
Monday, Jan. 9, 2023
4:15 p.m.

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

Contract Corner

NSPMOEA, Your Exclusive Representative

It's been said that "it's safer to travel in groups." One of many benefits of being a union member is to be part of a group. Our contract, along with state law, sees that teachers travel as a group in contract negotiations. In Article II of our teacher contract the School Board recognizes our union local, the North St. Paul Maplewood Oakdale Education Association (NSPMOEA), as the "exclusive representative" of all Independent School District 622 teachers. Article II ensures that there is one master contract for all district 622 teachers and that individuals are not left to negotiate individually.

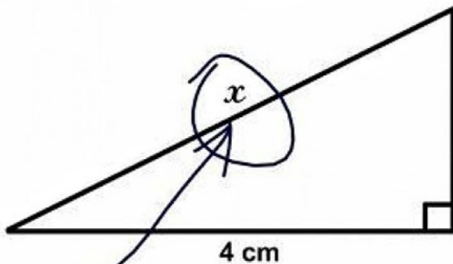
In Minnesota Law the Public Employment Labor Relations Act (PELRA) provides the right for public employees, including teachers, to unionize and bargain collectively. Among the many benefits of PELRA is that it contains language pertaining to contract negotiations (collective bargaining.) Teacher master contracts are sometimes referred to as "Collective Bargaining Agreements" or "CBAs." As the exclusive representative, NSPMOEA may bargain with the employer over terms and conditions of employment including hours, compensation, benefits, and personnel policies affecting working conditions for all Independent School District 622 teachers. PELRA establishes the rules for collective bargaining and procedures for resolving conflicts in bargaining. Through PELRA and the Master Contract teachers are represented as a group by NSPMOEA.

Relicensure

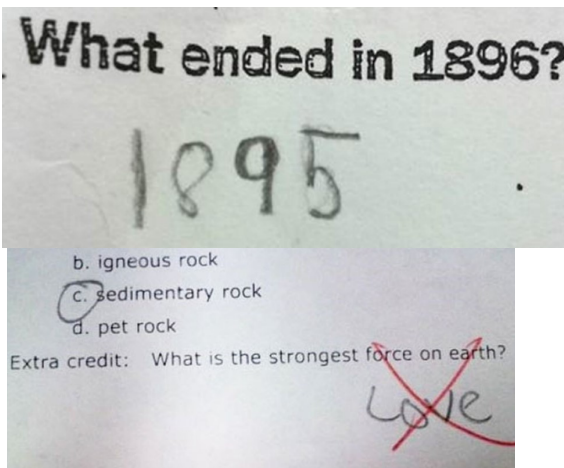
If you have already submitted your information to the committee and received an email back that everything is good, you can now go to the MDE website to renew your license and pay the fee. If not you have a few more opportunities to submit your information. The committee meets on April 11, 2023 and May 18, 2023. If you have any questions, contact a License Renewal Committee Member.

Funny Answers to Test Questions

3. Find x.



Here it is



Is this your scrambled email?
 lugebrh
 If so, email
 mglagavs@isd622.org
 to claim your \$10 prize!!

How to Write a New Year's Resolution

1. Self-improvement is the key

It is important to have goals that will help you be a better person. Doing more sports, eating healthier, donating to charity, and learning a new language or instrument are the kind of things that people tend to write in their New Year's Resolution. Also, focus on yourself and not the people around you.

2. Set a timeframe and be specific

A study showed that 33% of people didn't keep track of their progress after a few weeks into the year, and another 23% of people simply forgot about their resolutions. If you push yourself to accomplish a goal by a certain date rather than a whole year, it is less likely that you will get carried away. Remember to write down specific goals, such as "eating one piece of fruit every day" instead of "eating healthier," so you can measure your success!

3. Keep it short and realistic

It's better to have realistic goals that you know you can accomplish than having goals you might never reach. A study showed that "the most common reason for participants failing their New Years' Resolutions was setting themselves unrealistic goals (35%)". Stay focused on a few realistic goals instead of having a long list of impossibilities.

4. Get out of your comfort zone and have fun!

Don't forget what New Year's Resolutions are all about: trying new things you haven't done before and have fun while doing so! Don't feel disappointed or pressured if you don't accomplish your goals by the end of the year. Remember to just have a great time and learn from every experience.