

THE VOICE

FOR ISD622 EDUCATORS

MESSAGE FROM THE PRESIDENT

Welcome back from your long break! I hope you all had some time to relax and do something fun. Thank you to all of you who donated food for our food drive in November and toys for our toy drive in December. Attached are the pictures of our donations. The food was donated to the McKinney-Vento program in our school district and will be available to our students and families. The toys were donated to the Toy Shelf in North St. Paul and are available to 622 students. On January 20th, our union is volunteering at the North St. Paul food shelf. Thank you in advance for helping out! As always, please let me know if you have any questions or concerns. Wishing you all the best in 2024!

Together,
Tim Kappes

Community Service Projects

January is an opportunity to volunteer at the North St. Paul Food Shelf on January 20. Please sign up and you are welcome to bring friends and family.

Food Drive



Toy Drive



Important

Phone Numbers

*Tim Kappes (President)

Cell: 701-640-3177

*Jody Murphy (Vice President)

Cell: 651-353-2554

*Katie Semmerling (Treasurer)

Cell: 715-897-2221

*Mary Glagavs (Secretary)

School: 651-748-6876

Cell: 651-249-6292

*Katrina Geske (Membership)

Cell: 715-456-8920

*Jill Mueke (Membership)

Cell 612-515-5686

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

*Annie Hodges (Special Education)

Cell: 952-250-6637

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Executive Board Meeting

You're invited!
Monday, Jan. 8 2024
4:15 p.m.

Cowern Elementary

Downstairs in the library/
multipurpose room



Contract Corner

2023-2025 Contract Information:

Our 2023-2025 Contract has officially been ratified! Here is a quick synopsis of the highlights.

For complete information see the [Contract Update](#) previously sent out.

Year One (23-24)

Salary Schedule

\$1500 one time stipend (prorated based on FTE)

Add \$225 permanently to step 13 reflected on January 31st paycheck

6% raise reflected on January 31st paycheck

Insurance

2% increase paid by the district

PreK Teachers added to Bargaining Unit

ABE Teachers added to Bargaining Unit

Year Two (24-25)

Salary Schedule

4% raise

Sped Stipend

\$2000 each for positions that previously time sheeted for IEP hours

Stipend will be paid in two increments on 12/31 and 5/31. Prorated based on FTE

Elimination of the half steps on the salary schedule.

Social Workers, OTs and PTs are added to: ARTICLE VI - Sect. 3 - Subd. 8.

Discretionary Day Language Change

Will not be used immediately preceding or following winter or spring break.

Discretionary leave may be used following a contractually designated holiday with building principal approval.

Staffing

Teachers on improvement plans cannot bid (Past Practice now in language)

Superintendent Transfers cannot bid for 1 school year after transfer (Past Practice now in language)

Teachers on Tier 1 or Tier 2 cannot bid (Past Practice now in language)

NEW When a teacher is interviewed and selected for a position after August 1st, the ability to return to the position they voluntarily left/previously held is forfeited under any circumstances.

Lane placement

Teachers will turn in credits only when there are enough credits for a lane change.

There was also a Memorandum of Understanding (MOU) created:

Year One 2023-24 For members who use *6 or less leave days* during this school year, will have the option to sell *up to 6 days* at the current substitute daily pay rate for contribution to a post retirement health account.

Year Two 2024-25 For members who use *4 or less leave days* during this school year, will have the option to sell *up to 10 days* at the current substitute daily pay rate for contribution to a post retirement health account.

January's Teacher Success Tips

Check Your Own Progress If it's the halfway mark of the school year (WOW), now is a great time to assess your goals and how close you are to attaining them. What's working, what's not working?

Focus on Self-Care in January There is no other profession that deserves a focus self-care than that of education! Teaching and loving kids requires *so much* from us – physically, mentally and emotionally. We are a walking, talking example of “secure your own oxygen mask before assisting others.”

January is A Great Time to Reflect...Then Try Something New

January is a great time to try something new, retire something that isn't working, and have an open mind.

Clean House

With that fresh perspective after Winter Break, January is also a great time to look around the classroom and decide what *needs to go*. Take honest inventory. You see, we are **half-way** through the school year! What was something you *planned* to do earlier that just didn't happen? Are there projects, clutter, things that are weighing down your classroom from Fall? Time to get rid of them.



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