



# THE VOICE

FOR ISD622 EDUCATORS

## MESSAGE FROM THE PRESIDENT

Hello Members,

Is it Spring Break yet?!?!?!?!? What an absolute whirlwind it has been the last two months. From E-Learning days to staffing to culture and climate across the district. I hear you, and our leadership team hears you. Soon, you will receive an email asking for your personal email address. After we receive those email addresses, please look for and fill out a survey that will have questions regarding bargaining AND culture and climate. We want you to feel as safe and anonymous as possible, so we are having people fill out this survey from personal emails. We WANT to hear the TRUTH! Our team will gather this information and use it at the bargaining table and use it in continued discussions around retention of staff. I hope everybody has a fantastic Spring Break. As always, please connect with me if you have any questions.

Together,

Tim Kappes

### Community Service Projects

In February we collected money to donate to the Doug Norlander Scholarship. Our union donated \$780.

March is a book drive. So if you are cleaning out and weeding out books you will be able to donate them and other teachers can use them.

Please give them to your building rep or contact Tim Kappes to come and pick them up.

April is Community Clean-Up Earth Day. More information coming.



### 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

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### Executive Board Meeting

You're invited!  
**Monday, Mar. 6, 2023**  
4:15 p.m.

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

## Contract Corner

### Education Minnesota Grants

#### Discretionary Leave

Under Article IX of the contract, each teacher receives 12 total accumulated leave days at the beginning of each school year. These days may be banked year after year to a maximum of 280 days. These days may be used for sick leave (illness of the teacher or family member,) religious leave, or discretionary leave.

To access discretionary leave, the teacher must notify the appropriate administrator a minimum of three days in advance of the absence except in the case of emergency. The administrator is not obligated to grant discretionary requests if more than ten percent of the teaching staff in a building are gone for any reason on the day of the request. However, once a discretionary day is allotted to a teacher, it cannot be taken away regardless of the percentage of teachers absent on a given day.

A teacher may only use five consecutive discretionary days every other year. These days cannot be used immediately before or after a contract school holiday or winter or spring break. They also may not be taken in the first and last ten days of the school year. They may not be used during parent conference days or professional development days. Exceptions may be granted by the Director of Human Resources, but the decision of the Director is not subject to review under the grievance procedures of the contract.

Use of discretionary leave is not available if a teacher has twelve or less days of accrued accumulative leave. There is an exception to this for teachers that have completed five or more years of service teaching in the District.

#### 403b Match

If you are not already taking advantage of the 403b match, you need to sign up asap. The District will match up to 3.6% of your salary. You need to contribute at least 3.6% to receive the entire match. If you are not sure what you are contributing you can contact Kecia Swinarski in the Benefits Office and she will let you know. At any time throughout the year you can increase or change your contribution by simply filling out the change form. One of the benefits of increasing your contribution is that it lowers your taxable income.

Applications for the second round of professional development grants, as well as science educator grants and second-year classroom grants, from the Education Minnesota Foundation for Excellence in Teaching and Learning are due April 3. Professional development grants are intended to provide education support professionals, higher education faculty of colleges and universities, and teachers with opportunities to take the lead in acquiring and sharing new skills and knowledge. These skills might include new instructional ideas, technology, working with parents, attending a conference, etc. Members may request a grant to acquire these skills and share your new learnings with your colleagues. Teachers may request up to \$1500. In addition to professional development grants for individual members, the foundation also offers applicants the opportunity to submit a professional development grant application for a group of members to either attend professional development or be trained at their worksite. The Bruce Vento Science Educator Grant supports educators who teach science as part of their day and want to acquire and share new skills and knowledge. This grant is also awarded twice a year and may also fund equipment or materials needed in science classrooms. To learn more about the grants and how to apply, go to [www.edmnfoundation.org](http://www.edmnfoundation.org).



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[mglagavs@isd622.org](mailto:mglagavs@isd622.org)  
to claim your \$10 prize!!