



MAR 2026 –VOL.50–NO. 6



THE VOICE

FOR ISD622 EDUCATORS

MESSAGE FROM THE PRESIDENT

Hello Colleagues,

Welcome to March! The start of our third trimester is next week! Everybody should have received notice on Friday of what next year is going to look like for them. If you have any questions or concerns about what you were told or questions about our bidding process, please reach out to me. Sending a special THANK YOU to Katrina Geske, Amy Mousel-Houston, Jody Murphy, Stephanie Lucking, Rob Murphy, Jill Muecke, Monica Dahlberg, Kent Gordon, and Melanie Meyer for representing NSPMOE at the upcoming Education Minnesota Representative Convention on April 24 and 25. As always, please do not hesitate to reach out if you have any questions or concerns.

Together,

Tim Kappes

Community Service Project

March is our annual book drive. Time to clean out your bookshelves. Bring books to the March meeting or contact Tim for a time to pick them up at your school. If you are in need of books, contact Tim to set up a time to shop for free at the union office.

April is clean up the community in honor of Earth Day. If you go out please take pictures, if students are in the picture no faces please.



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Executive Board Meeting

You're invited!
Monday, March 2, 2026
4:15 p.m.

Cowern Elementary Library
Park in the back parking lot
off of South Ave and enter
through door 4W.

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 Muecke (Membership)*
Cell: 612-515-5686
- Member Rights**
- *Tim Kappes (Chair)*
Cell: 701-640-3177
- *Kent Gordon*
School: 651-702-8685
- *Annie Hodges*
Cell: 952-250-6637
- *Rob Murphy*
Cell: 651-497-0260

Relicensure Committee Meeting Dates:

- Wednesday, March 18, 2026
- Thursday, April 23, 2026
- Friday, May 29, 2026

Contract Corner

Personnel File

Did you know that you have a personnel file at the DEC Human Resources office?

Did you know that you may view your file's contents? Article IV Section 9 of your teacher contract makes this file available to you.

Pursuant to Minnesota Statutes, all evaluations and files wherever generated relating to each individual teacher shall be available to each individual teacher or authorized representative upon reasonable notice. The teacher or authorized representative shall have the right to reproduce any of the contents of the files at the teacher's expense and to submit for inclusion in the file written information in response to any material. The District will provide the teacher with a copy of any performance-related material placed in the teacher's file on a timely basis. Teachers may authorize that materials, letters, or evaluations germane to their career be placed in their personnel file. The district must expunge from a teacher's file any material found to be false or inaccurate through the grievance procedure. Whenever any material is to be permanently removed from the personnel file, it shall be forwarded to the teacher. You may view anything in this file including any job performance related material. It's a good idea to check your file for accuracy. You may make an appointment with the Human Resources office to view your file and examine the contents from time to time. Looking at your file can also be a reflective trip down memory lane, as it contains materials from throughout your Independent School District 622 career. You may find anything from your job application to your graduate credit records and observation feedback. It may be beneficial to view these materials and reflect on your career journey over time in the district.

Common Spring Break Activities for Teachers

Self-Care & Relaxation, Recharging Through Hobbies, Travel & Getaways, Local Exploration, or Light Preparation.
What will you choose???

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.

MEA Online

One of the benefits of being a member is that you have access to online courses for free. Many of these courses will cover requirements for relicensure. Some of the courses are:

Suicide Prevention, Student Mental Health, Reading, English Learners, and American Indian History and Culture. Just log into EDMN and then you create an account for MEA Online. The courses are online and they list how long each course takes.



Is this your scrambled email?
lommelt
lammden

If so, email
mglagavs@isd622.org
to claim your \$10 prize!!