



# THE VOICE

FOR ISD622 EDUCATORS

## MESSAGE FROM THE PRESIDENT

Hello Members,  
 We have almost made it through the school year. Congratulations! We hear that the end of the school year can be difficult for students, but it can also be difficult for teachers. Teachers who are moving buildings, moving districts, retiring in a month, etc. all have a mixed bag of emotions this time of year too. Let's all support each other during this last stretch. Please don't hesitate to reach out to me if you need any guidance. I also want to say **HAPPY TEACHER APPRECIATION WEEK!!!** I hope you all are recognized at your sites May 6 through May 10. I know you don't get told this enough.....**THANK YOU, THANK YOU, THANK YOU** for all you do every single day with our students!!!!  
 Together,

Tim Kappes

### Community Service Project

May's Service Project is Feed My Starving Children on Saturday, June 1, 2024. The times are 12:00-1:45 p.m. and 2:30-4:15 p.m. Please consider signing up, you can also bring your friends and families.



If your license expires in 2024 you have one more chance to get your paperwork submitted to the relicensure committee. The committee is meeting for the last time on May 30, 2024. Go to the NSPMOEA website and click on relicensure.

### 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
- \**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

### **Member Rights**

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### Executive Board Meeting

You're invited!  
**Monday, May 6, 2024**  
 4:15 p.m.

Cowern Elementary

Library

Park in back and enter  
 through door 4W



## Contract Corner

### Leaves of Absence

Long time contract negotiator Larry Intveld often stated that leaves are necessary because “life gets in the way.” It’s likely that at some point you may need to be away from work. In your negotiated teacher contract 12 days of earned leave accumulate per school year. The unused portion of leave carries over from year to year. One may accumulate leave through the years up to a maximum of 280 days. One may use leaves in increments as small as one hour. Sick leave, family illness and discretionary leave are all deducted from your accumulated leave balance.

Other types of leaves include religious leave and bereavement leave. Two days’ leave for religious purposes or required religious holidays are allowed. An additional two days may be granted at the discretion of the superintendent. Five days’ bereavement leave are available and additional days may be granted for special circumstances.

Unspecified leave is still available for those that have accumulated it before July 1, 2018. One may use these days with pay being reduced at the daily substitute rate. These days may not be used immediately before or after a vacation period or school holiday more often than once in a two-year period.

You may learn more about these leaves and others by reading Article IX of the Master Contract.

### How To Balance Resting and Reflecting

As the school year draws to a close, it’s important for educators to take time for themselves to recharge and reflect. Focusing on our well-being is essential, especially at the end of each day and when we have longer breaks to really take some time for ourselves. Our days as educators are so busy, and we invest so much in others, that finding time for our own self-care and rest can be difficult. However, recharging is essential for balance and wellness. There are simple things we can do, such as starting each day with reading, walking, time spent outdoors, and just relaxing. Reconnecting with family and friends will help us to recharge and be more present in our time together, leaving us feeling rested and ready to reengage in our work. Educators must prioritize taking breaks and focusing on self-care to avoid burnout. When we step away and take time to rest, recharge, and reflect, we will start the next school year feeling refreshed and ready to dive into learning and growing.



Is this your scrambled email?  
swelejs  
gretnloors

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