



NOV 2025 -VOL.50-NO. 2



THE VOICE

FOR ISD622 EDUCATORS

MESSAGE FROM THE PRESIDENT

Hello Members,

Tomorrow is the big day! Let's hope the hard work and effort we put into phone calling pays off at the polls. **THANK YOU** again to all of you that took time out of your busy evenings and made phone calls to help get this vote passed. The last night to make phone calls is tonight. See you there! Special **THANK YOU** to Katrina Geske and Jill Muecke who led the charge as our campaign coordinators. Please see the attached picture of all the clothes that were donated for our clothing drive. **THANK YOU** to all who sent in donations.

Together,

Tim Kappes

Community Service Project

November is our food drive. Please give non-perishable food items to your union rep by November 3. The union reps can bring them to the meeting. If you need, Tim can pick them up from your school.

December is our Toy Drive. Give unwrapped toys to your building rep by December 1.

Below is a picture from the clothing 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 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

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Executive Board Meeting

You're invited!
Monday, Nov. 3, 2025
4:15 p.m.

District Education Center
Please note location change



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.

5 Tips to Help Manage Stress

1. **Get Enough Exercise** - regular exercise gives you more energy, improves your mood, and works as a great stress reliever
2. **Do a Good Deed** - when people think about others, they aren't thinking about their own problems, and this distraction may reduce the effects of stress
3. **Do Absolutely Nothing** - just taking a moment to slow down and notice the world helps you unwind and feel calmer
4. **Challenge Your Brain**-while keeping active and mediating are both great stress relievers, you can also reduce stress in a fun way by challenging your brain
5. **Indulge in Dark Chocolate** - it turns out that eating dark chocolate may lower your levels of cortisol (the stress hormone).

Relicensure Information

Be sure to check when your teaching license expires. You are responsible to renew your license. To check your expiration date you can go to the MDE website to look up your license. To start the process go to the NSPMOEA website and click on Renewal. The committee does not meet until January because you can not renew your license with the state until after January 2026. The committee will meet as follows:

January 7, 2026

March 18, 2026

April 23, 2026

May 29, 2026



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mglagavs@isd622.org
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