



THE VOICE

FOR ISD622 EDUCATORS

MESSAGE FROM THE PRESIDENT

Hello Members,

I hope you have had a great start to the school year! It has been awesome seeing you "back in action" at your schools. Here is the link to all endorsed school board candidates across the state: <https://www.edmnvotes.org/> Just a reminder, if any of you ever need anything, please do not hesitate to contact me via phone, text or email. My phone number is 701-640-3177. MEA is just around the corner!

Together,

Tim Kappes



Community Service Project

September was a School Supply Drive. If you are in need of some supplies contact Tim to go shopping at the Union office.

October is a Clothing Drive. Please give your new or gently used clothing to your building rep before October 7th or contact Tim Kappes.

If you are in need of classroom books, please contact Tim so you can shop for free at the Union office.

Don't forget to check your paystub on Skyward. Your September 30 check should have your QComp money on it if you participated during Welcome Back Week.

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

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Executive Board Meeting

You're invited!
Monday, Oct. 7, 2024
4:15 p.m.

Cowern Elementary

Library

Park in back and enter
through door 4W



Contract Corner

Sick Day Buy Back for the 24-25 School Year

When we settled our 2023-2025 Contract, included was a Memorandum of Understanding (MOU) which was created for the purpose of incentivizing staff attendance.

For the 2024-25 school year, members who use 4 or less leave days, 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.

What this means is if you use 4 or less leave days (including sick days, discretionary days, bereavement days, etc.) during the 2024-2025 school year, you will receive an email asking if you would like to sell up to 10 days (80 hours) out of your accrued sick leave back to the district. These days will have a value equal to the current substitute pay rate of \$180/day. The cash value of your days will be put into a post-retirement health care (PRHC) savings account and your sick leave balance will be reduced by the number of days converted to cash for deposit.

This MOU is different from our regular contract which does allow you to sell back days if you use four or less, however, you can only sell back up to 3 days and the number depends on the number of days you have in your sick balance. (Article VII, Section 4, Subdivision 2.5)

Inspirational Teacher Quotes

“When educating the minds of our youth, we must not forget to educate their hearts.”
— Dalai Lama

“Those who know do. Those who understand, teach.” — Aristotle

“Intelligence plus character — that is the goal of true education.” — Martin Luther King Jr.

“Teaching kids to count is fine, but teaching them what counts is best.” — Bob Talbert

“If you can dream it, you can do it.” — Walt Disney

“The beautiful thing about learning is that no one can take it away from you.” — B.B. King

“I touch the future. I teach.” — Christa McAuliffe

“Education is the most powerful weapon which you can use to change the world”

Stress Management Strategies

- Breathe (properly)** - When you're experiencing intense levels of stress, breathe in deeply (put your hands on your stomach and feel it expand out), for four seconds, then exhale evenly for four seconds. Keep this up for 2-3 minutes for maximum effect.
- Ask for help** - Yes, it's OK to do this. No matter how long you've been teaching, or how brilliant you are, there will be times when you need help, plain and simple. Asking for help doesn't make you weaker, it makes you better at your job.
- Be imperfect**—Teachers are often prone to perfectionism and its ill effects: they often feel that they aren't doing enough, or that their mistakes are magnified because of the importance of their job. If you find yourself feeling this way, fight back. The fact is, you're already “enough” and you deserve love and credit. Don't forget that.
- 5. Be grateful** - simple formula: “Stop, look, go.” We have to stop, quiet our minds, and create “stop signs”—little reminders of things that we should be grateful for every day. By “look,” it means open all of your senses and enjoy life simply. “Go” means moving forward and taking advantage of what life offers you moment by moment.



Is this your scrambled email?
natrazlie
slowlev

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