



# THE VOICE

FOR ISD622 EDUCATORS

## MESSAGE FROM THE PRESIDENT

Hello Members,

I hope you all have had a great first month of school. It is so awesome seeing the purple shirts at schools on Tuesdays. Keep sending in your pictures and we will put them on our union website. The negotiations team thanks you all for standing in solidarity with them. Also, please see the attached picture of the school supplies that were donated last month. This is just a small sample of the supplies up at the union office. If you are interested in any of these items or any of our other school supplies or books that are at the union office, please let me know. These items are all for you!!!!

Together,

Tim Kappes

### Community Service

September was School Supply Drive. Thanks for the donations. If you are in need of supplies contact Tim and you can visit the union office and go shopping for free!

October is a Clothing Drive—new and gently used clothing will be collected and donated.



### 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)*  
Cell: 651-249-6292
- \**Katrina Geske (Membership)*  
Cell: 715-456-8920
- \**Jill Mueke (Membership)*  
Cell: 612-515-5686

#### 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
- \**Annie Hodges (Special Education)*  
Cell: 952-250-6637

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### Executive Board Meeting

You're invited!  
Monday, Oct. 2, 2023  
4:15 p.m.

American Legion  
2678 7th Ave. E.  
N. St. Paul  
Or Zoom

Don't forget to wear your purple shirts on Tuesdays! If you need a union shirt contact Tim Kappes.

## 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.

### Health Partners—Healthy Assessment

Just a reminder if you are on the district health insurance, in order to maintain your preferred rates for co-pays you will need to complete the healthy assessment and one activity before March 31, 2024. In order to do this you must log into your health partners account, click on "my plan" and then "living well". One of the activities is to go to the Well at Work clinic and have a Biometric Screening completed.

### How to Maximize Instructional Time in the Classroom

1. Use Technology Effectively to Save Time
- 2.. Set Purposeful and Consistent Routines
3. Flip Your Classroom
4. Use "Breakout Rooms"—in Real Life
5. Assign Problems for Quality, not Quantity
6. If It's Not Broken, Don't Fix It
7. Provide a Visual and Written Backup for Your Instructions
8. Three Before Me—They should try to find three other sources of information on their own for their questions. They could ask a classmate, consult a library book, or do some internet research.

### Relicensure Information

Did you know that you can renew your license without using any paper? Go to the NSPMOEA website and follow the links to submit your renewal forms paperless! To check when your license expires go to the MDE website. Don't let your license expire!



Is this your scrambled email?  
mabrabsahno  
or  
leklb  
If so, email  
mglagavs@isd622.org  
to claim your \$10 prize!!