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THE VOICE

FOR ISD622 EDUCATORS



MESSAGE FROM THE PRESIDENT

Hello Members,

I hope everybody has had a great start to the school year! Election season is in full swing. Reminder, we have endorsed our PAL's this year for the open school board seats: Potter, Anderson, and LaBore! Thank you to those who live in 622 boundaries and have put up VOTE YES signs! If your neighbors, parents, cousins, siblings, friends, etc etc etc want one in their yard too, just have them send me an email at

timkappes54@gmail.com and we will get one to them! I have fielded many questions this year regarding PTO days. Please continue to reach out if you need any guidance with them. In addition, please continue to reach out if you have any questions about anything. Have a great October!

Together,

Tim Kappes
[701-640-3177](tel:701-640-3177)

Community Service Project

September was School Supply Drive, if you have anything to donate let Tim know. If you would like to shop for free at the union office let Tim know.

October is the Clothing Drive. Please bring new or gently used clothing to your building rep or bring to the meeting on Oct. 5th.

Well At Work Clinic

Don't forget about the Well At Work Clinic. The clinic is open Monday, Wednesday and Friday from 6:00 am—2:00 pm and Tuesday and Thursday from 10:00am-6:00 pm.

To make an appointment call 952-967-6857 or on line at www.healthpartners.com

Important

Phone Numbers

**Tim Kappes (President)*

Cell: 701-640-3177

**TBD*

(Vice President)

Cell:

**Jody Murphy (Treasurer)*

Cell: 651-353-2554

**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

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, October 5th
4:15 p.m.

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



Contract Corner

Get to Know Our Contract

What does a union contract do? Our contract or Collective Bargaining Agreement (CBA) is a powerful way to have a voice at work and the combined strength to influence our working lives and the lives of students. Teachers' working conditions are the students' learning conditions. A union contract is a legal document that provides protection from arbitrary decisions.

Contracts allow for sharing of knowledge and the solving of problems. Union contracts lead to reduced inequalities and increase incomes. A union contract means better workplace health and safety practices. A glance at our master union contract shows detailed and specific language in over 50 carefully negotiated pages. Contract items include but are not limited to the length of school year and day, predictable and transparent pay for teaching and other duties, retirement plans, health, dental, legal and other insurance, PTO, leaves of absence, staffing, and grievance procedures.

Take some time to read sections of the contract and review the many benefits and protections that they provide. It is truly amazing what one may find when one gets to know our contract. Here is the PDF for our contract, [Teacher Contract](#). If you are interested in the contracts for other bargaining groups, those can be found on the Human Resources page or this link:

[ISD 622 Contracts](#)

A little humor from Reader's Digest....

When one girl had finished the English portion of the state exam, she removed her glasses and started the math questions. "Why aren't you wearing your glasses?" she was asked. She responded, "My glasses are for reading, not **math**."

*"In Franz Kafka's **The Metamorphosis**, I said to my sophomore English class, 'a man, discontented with his life, wakes up to find he has been transformed into a large, disgusting insect.' A student thrust her hand into the air and asked, 'So is this fiction or nonfiction?'"*

As I welcomed my first-grade students into the classroom, one little girl noticed my polka-dot blouse and paid me the ultimate first-grade compliment: "Oh, you look so beautiful—just like a clown."

Beginning of the Year Advice/Reminders

Starting the school year with clear routines, strong boundaries, and realistic expectations helps teachers prevent burnout and build a positive classroom environment.

Treat routines as skills: Give students time and practice to master classroom procedures rather than expecting them to know them immediately.

Keep walls simple: Leave walls mostly blank early on to reduce visual clutter and cognitive load, adding anchor charts only after concepts are taught.

Establish firm boundaries: Start with clear, stricter rules and boundaries for students and parents; it is much easier to loosen them later than tighten them after being too lenient.

Borrow proven systems: Reuse existing routines and adapt proven procedures from experienced colleagues rather than trying to reinvent every lesson.

Find a mentor: Connect with a lead teacher or experienced peer in your building to ask questions and get practical resources.

Adopt a growth mindset: View difficult days and early mistakes as normal parts of learning how to teach rather than signs of failure.



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