



DEC 2024 -VOL.49-NO. 3

# THE VOICE

FOR ISD622 EDUCATORS



## MESSAGE FROM THE PRESIDENT

Hello Members,

I hope you enjoyed your long Thanksgiving break! Hopefully you had a chance to relax, eat some good food, and enjoy time with loved ones. It is already that time of year again: Negotiations season. Please pay attention to upcoming emails from your building reps about joining the negotiations team for a listening session. The members on the team are Jody Murphy, Mary Glagavs, Jana Hedlund, Beth Ingberg, Janene Lenard, Shuba Venkataraman, Julie Peterson, and Tim Kappes. If you are unable to attend your building's listening session, feel free to reach out to any member of the team and let them know what we should try to get during bargaining. Also, don't forget to fill out the Read Act submission form when you have completed the training.

Together,

Tim Kappes

### Community Service Project

December is our Toy Drive.

Please give your new or gently used toys to your building rep.

Tim can also swing by your school and pick them up.

January will be volunteering at the North St. Paul Food Shelf.

The date will be determined later and a sign up sheet will go out.

### Relicensure Committee Dates

January 8, 2025

March 19, 2025

April 22, 2025

May 30, 2025

### 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

### 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, December 2, 2024**  
4:15 p.m.

Cowern Elementary

Library

Park in back and enter  
through door 4W

hello  
• DECEMBER •

## **Congratulations, You've made it to December!**

The three weeks between Thanksgiving break and winter break can be intense. It is one of the most stressful times of the year both at home and work. Here are some ideas beyond "remembering your why" to try in December.

### **1. Remember to Hydrate**

These busy days can make any teacher feel like coffee and Diet Coke are the unspoken sixth food group. Remember to add water to the equation because it can make a world of difference!

### **2. Get together with friends and talk about happy things.**

Laughing every day lower your blood pressure and fire those endorphins. Plus, planning a time to relax with friends can instantly raise your feelings.

### **3. Let someone else make your coffee.**

Why does coffee always taste better when someone else makes it? Treat yourself—you deserve it.

### **4. Play music (and stretch or dance while you are at it.)**

Teach your students some new music by listening to music that uplifts you. Sometimes, hearing the right song can turn your day around.

### **5. Take the long way home and enjoy the lights.**

It can be depressing driving home in the dark, so change your route to go past decorated houses that make you smile.

### **6. Teach yourself and your class the art of breathing.**

When you feel yourself tense up, try to do some focused breathing in the moment. A deep intake of breath followed by a long exhale can help release muscles that are aching.

### **7. Write down 3 things that you are grateful for everyday for a week.**

This is an easy way to remember the things that bring you joy.

## Contract Corner

### **Check Your Pay Stub**

Check your pay stubs on Skyward! Did you get your QComp Stipend on September 30th? Are you being paid the correct amount? Take your pay and times by 24 and check the salary schedule in the contract. Should you be getting longevity? Check that too. It is important to check your pay stub at least every so often to make sure you are being compensated for all that you do.

Also, as long as you are in Skyward....

Take a few minutes to review your personal information. It is very important that your name, social security number, and address are correct, as this is the information that will be used to complete your W-2 tax form. Also your December 31 paystub will have your year to date for union dues.

### **Check Your Seniority!**

The 2024 seniority list came out. **Check to be sure your information is correct!** This includes seniority date (start date), seniority credits, licensure and license expiration date. Report any discrepancies to HR immediately.

Your seniority information is especially important. This information will be used in the bidding process beginning in the spring.



Is this your scrambled email?  
elke  
staplesnaa

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