



651-748-4316

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THE VOICE

FOR ISD622 EDUCATORS



MESSAGE FROM THE PRESIDENT

Greetings Everyone!! I hope all is going well with your school year. You all do such great work and your dedication is at the highest level. We had a great Collective Bargaining Conference in Bloomington last weekend. The NSPMOEA Negotiations team is as follows: Mary Jo Walker –Maplewood Middle, Kurt Kirschling-Sped Rep/ Cowern, Tim Kappes- Vice President/ Specialists, Jana Hedlund-Data Specialist/ North, Mary Glagavs-Secretary/ Cowern, Ann Schultz-Sped Rep/ Castle, Jody Murphy –Treasurer/ North, and Rory Sanders- President NSPMOEA. We are looking forward to a very collaborative bargaining season with Supt. Osorio and Administration. Our Listening sessions have been a huge success, thank you all for coming and giving us your input towards negotiations. Be sure to look for survey to be coming out in the future. Also I have enjoyed my lunch meetings at the schools so far, look for me to be at your school soon, stop by during lunch and talk with me. Remember to call me at [651-246-8769](tel:651-246-8769) or email me at rsanders@nspmoea.org anytime you need anything.

Together in Solidarity,

Rory Sanders

Quality Steering Committee

The committee met on January 27th. The following were some of the items discussed:

Tricia Hughes presented an overall status of where our district is regarding special education. She gave numbers of students in each program. She is looking at staffing for next year and is taking many factors into consideration. Special ed is doing a curriculum inventory to see what we have and where the needs are and what training is needed. They are also looking at the process of identifying students.

Keith Gray shared subbing facts. He shared how many positions are not filled. The committee discussed ways to help alleviate the problem. He shared a survey from subs and found the most important factor is if they feel welcome at a school.

Important

Phone Numbers

Officers

**Rory Sanders (President)*

Cell: 651-246-8769

School: 651-748-6195

Union Office: 651-748-4316

**Tim Kappes (Vice President)*

Cell: 701-640-3177

School: 651-702-8320

**Jody Murphy (Treasurer)*

School: 651-748-6164

Cell: 651-353-2554

**Mary Glagavs (Secretary)*

School: 651-748-6876

Cell: 651-249-6292

**Delene Sanders (Membership)*

School: 651-702-8078

Cell: 651-246-8751

Member Rights

**Ann Schultz (Chair)*

School: 651-748-6720

Home: 763-691-8212

**Kent Gordon (High School)*

School: 651-702-8685

**Barb Ives (Middle School)*

School: 651-748-6615

**Tim Kappes (Special Education)*

Cell: 701-640-3177

School: 651-702-8320

**Catherine Cranston (Elementary School)*

School: 651-748-7166

**Mary Jo Walker (Pre-school/Elementary)*

School: 651-748-6616

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Executive Board Meeting

You're invited!

Monday Feb 6, 2017

4:15 p.m.

American Legion

2678 7th Ave. E.

N. St. Paul

CONTRACT CORNER

TEACHERS MASTER CONTRACT PAGE 21

ARTICLE IX LEAVES OF ABSENCE Section 1 Sick Leave

How much do you know about your sick leave?

This article is part two of a series explaining what the contract states in regards to teachers taking a leave of absence. Last month we concentrated on the Sabbatical Leave. In February we will discuss Sick Leave.

What is sick leave?

At the beginning of each year of service in District 622 each teacher is credited with a 12 day sick leave allowance to be used for absences caused by personal or family illness or disability. Once these twelve days are granted the District cannot retract them. A teacher using sick leave shall not have contracted salary reduced. If a teacher's sick leave utilization is high or seems to follow a pattern, the Director of Human Resources may consult with the teacher regarding the use of sick leave. If such utilization of sick leave continues and the Director of Human Resources feels there is an inadequate explanation, he may notify the teacher that a medical verification will be required in the future as a condition of receiving sick leave. The unused portion of such allowance shall accumulate from year to year to a maximum

Relicensure Dates

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! The following are the dates for the relicensure committee: February 17, March 24, April 21 and May 26.

Don't let your license expire, it could cost you \$\$\$!

of 280 days. The School District shall allow a teacher to use sick leave for additional purposes as indicated in subsequent subdivision of this Master Contract. Other exceptions may be made at the discretion of the School District as recommended by the Superintendent. Upon request, a teacher will be provided with an accounting of sick leave utilization.

Important points of interest:

Notice of Long Term Disability (LTD) Provisions: After teachers have been ill for 32 working days, the School District shall notify such teachers that they can continue to use accrued sick leave days, or, at their option, can switch to the income protection plan.

LTD Waiting Period: A teacher who qualifies for LTD coverage two or more times within a 3 year time period and does not have sufficient sick leave to cover the 32 day waiting period shall be retroactively granted sufficient sick leave days to cover the waiting period. Upon appeal, the Superintendent has discretion to retroactively grant additional sick leave if circumstances warrant.



Is this your scrambled email?

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