



# THE VOICE

FOR ISD622 EDUCATORS



## MESSAGE FROM THE PRESIDENT

Greetings everyone!!

Happy New Year to all of our members at NSPMOEA. We are now into January, which means the Bargaining Conference is just around the corner. The conference takes place on Feb 1-2 in Bloomington. Our Negotiations team will be there in full force preparing for the upcoming bargaining session between NSPMOEA and ISD 622 Admin. Our Bargaining team members are: Tim Kappes, Ann Schultz, Mary Glagavs, Jody Murphy, Mary Jo Daly, Rory Sanders and our Data and Numbers Specialist is Jana Hedlund.

Be sure to check out our NSPMOEA website for all the latest news and information. Be sure to friend us on Face book, we are posting activities all the time. Remember to call me at 651-246-8769 or email me at [rsanders@nspmoea.org](mailto:rsanders@nspmoea.org) anytime you need answers or help with anything.

Together in Solidarity,

Rory Sanders

### Quality Steering Committee

Christine gave an update on facilities and mentioned that approximately 300 feedback forms have been returned. An additional community meeting is scheduled for January 14 at 6:30 p.m. , DEC Board Room. Also check the Employee News, there is another opportunity to give feedback. If you have concerns or comments be sure to let the district know.

Christine discussed ALICE and the different phases of implementation. She said that we have been working on doing drills in which employees receive ALERTUS messages on devices. Moving forward we will be trying to add in other choices and options during lock-downs. Principals will continually be updated.

Next meeting: January 22, 2019

### Important

#### Phone Numbers

*\*Rory Sanders (President)*

Cell: 651-246-8769

*\*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: 651-621-1925

Cell: 651-246-8751

*\*Jana Hedlund (Membership)*

School: 651-748-6074

### Member Rights

*\*Ann Schultz (Chair)*

School: 651-748-6720

Cell: 612-327-0744

*\*Kent Gordon (High School)*

School: 651-702-8685

*\*Tim Kappes (Special Education)*

Cell: 701-640-3177

School: 651-702-8320

Janene Lenard (Elementary and Middle)

Cell: 612-741-8508

School: 651-702-8088

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### Executive Board Meeting

You're invited!

Monday Jan. 7, 2019  
4:15 p.m.

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

## Contract Corner

### Discretionary Leave

Reminder that we have changed our Personal Leave to Discretionary Leave on a two-year Memorandum of Understanding trial period. This year is year two. Let us continue to be professional in using this time.

\*Everybody still gets 12 total days at the beginning of the school year.

\*Discretionary days are based off of years of service in district 622

- a) At the start of years one through three - 3 days
- b) At the start of years four through ten – 5 days
- c) At the start of eleven years and beyond – 7 days

\*All remaining days and accumulated days from years past can be used for sick days or bereavement.

\*Approval of discretionary leave is subject to the following provisions:

- a) The teacher must notify the appropriate administrator a minimum of three (3) days in advance of the absence except in the case of emergency.
- b) The administrator is not obligated to grant discretionary requests of more than ten (10) percent of the teaching staff in a building.
- c) Cannot take more than five (5) consecutive days.
- d) Will not be used immediately preceding or following a school holiday or a vacation period.

e) May not be taken in the first ten (10) days and last ten (10) days of the school year.

f) May not be used during parent conference days

g) Exceptions to sentences b, c, d, and e may be granted by the Director of Human Resources. The decision of the Director shall not be subject to review under the grievance procedures of the contract.

If you have any further questions, please contact Tim Kappes at [tkappes@isd622.org](mailto:tkappes@isd622.org) or 701-640-3177

### Relicensure

If you have already submitted your information to the committee and received an email back that everything is good, you can now go to the MDE website to renew your license and pay the fee. If not you have a few more opportunities to submit your information. The committee meets on January 18, February 15, March 22, April 26 and May 17th. If you have any questions, contact a License Renewal Committee Member.



Is this your scrambled email?  
slickboc  
If so, email  
[mglagavs@isd622.org](mailto:mglagavs@isd622.org)  
to claim your \$10 prize!!

### Member Spotlight!

Todd Wallert Physical Education Teacher at North High School. Todd does an amazing job of leading the Fellowship of Christian Athletes group at North High School. He meets with them every Thursday morning at 7:30 am in the Health Room. NSPMOEA is proud of Todd Wallert and his commitment to the student athletes at North High.

