



Local 1314, Friday Update, 9/15

Carol Copp <CCopp@isd318.org>

Fri, Sep 15, 2023 at 8:00 AM

To: "EdMN 1314 - ALL Members (23-24)" <ed-mn-1314-all-member@isd318.org>

Happy Friday! I love what I do. I may not always love the conditions (not enough materials, too many students, etc.) but I love my job. Many, many years ago, I saw the poster that had "lead, follow, or get out of the way." This comes to mind now as we have a looming referendum. Our local is supporting this referendum; however, you, as an individual, can do whatever works for you. All I ask is that you educate yourselves about what this could look like both ways--A: If it doesn't pass, and B: if it does.

Every single staff member is being affected this year by budget cuts--every day!

I am asking this question of anyone who will listen: **What is the plan if it doesn't pass?** I will continue to ask the question. I encourage you to ask the question also. As of now, the projection is between \$3-\$4 million in cuts if it doesn't pass, but those numbers are not final. Get involved. If you don't want to get involved, please allow those that are involved to do their work. I am not trying to scare anyone, but if it doesn't pass, our district will undergo a 5th straight year of deep cuts, and there isn't much more left to cut without major changes to the way the district looks. I can assure you that I only want all of you to have the facts; I work for you. I am a word person, not a number person. However, I can see that this large of a cut will not just come from people. Hiding from reality will not make things any better. I am sorry if that seems blunt, but it is a fact.

PHONE BANK SIGNUP (1 drawing entry for each signup by 9/22)

Carol's Calendar (9/18-9/22)

9/18---Board Meeting, 6pm

9/19--Cookies with Carol @ West Rapids; Meeting with Sean/Clayton 8:20-9; ESP/Teacher Leadership Meeting, 3:45pm; Negotiation Wrap-up, 4:30-6pm

9/20--Cookies with Carol @ GRHS; Meeting with Darrin/Andy 7:30-8am; Executive Council Meeting, 4-6pm

9/21--Meeting with Jenny Lund, 8-9am; Iron Range Labor Assembly, 6pm, Virginia

9/22--Cookies with Carol @ ALC & IEC

Union Busting Mail

If you receive anti-union mail/postcards and you aren't interested, please just write return to sender and they will have to pay for postage twice. These are union-busting groups.

ULA/Stranding Committee

Your negotiation team tried to get better ULA language into the contract. That didn't happen and it was moved out to a committee for work. That work began on 9/14/23. The same people who will sit on the stranding committee in the spring are the same people working on the revised language--Joe Mustar, Jess Felosi, Kreisa Duwe, Carol Copp, HR, and Superintendent.

License

Make sure your license and what you are actually teaching match up. Check your cert when you get that from the HR department; report any issues ASAP.

Referendum Fact Sheet & Website

Two things:

1. I have attached the referendum fact sheet. Feel free to share it with others.
2. If you have not visited weare318.org, please do. If you enter your home's valuation, it will give you the cost of the referendum for each of the 3 questions.

Contract

All of you should have a copy of the new contract. Please print it or save a copy to your desktop. It is your responsibility to know what is in the contract.

HR Helpful Tip #1 (from Kasie)

Regarding your file. Here is the contract language. You also have the right to inspect your file. If you are wondering, go review your file. Nothing should be in there that you do not know about already.

The teacher shall be notified when any material that questions or challenges said teacher's character, conduct, or service is placed in the personnel file, except that which pertains to initial employment.

Pension Reform

If you are interested in being the point person(s) for pension reform in our local, please reach out to me. I know many of us are not thrilled about having to work until we are 67! This will go again during the next legislative budget session. Please get involved!

Certificates

All of you should have received your certs from the HR department. Please review them for accuracy. If you have questions, please ask.

Have a wonderful weekend! Thank you all for your hard work!

Carol



FactSheet-ISD318-REVISED-082823[1] (1).pdf

1763K