

# 1148er

A Publication of the West St. Paul  
Federation of Teachers  
Local 1148

Affiliated with Education Minnesota, American Federation of Teachers,  
National Education Association, and the AFL-CIO

Volume 8, October 2017

## From the President Diane Thompson

I hope everyone has had a good start to the school year. I intended to write this newsletter sooner, but with negotiations starting shortly after school began and our contract ultimately getting settled, I am late getting the first newsletter out to teachers.

Welcome to all the new teachers hired in ISD 197. I am proud that almost all teachers in our district choose to join our union. WSPFT (Local #1148) has been in existence since 1951. We will soon be celebrating 70 years of working hard for good salaries and benefits for our members.

This school year will be full of news regarding the upcoming election in November, 2018. I know everyone gets tired of the political ads and mailings. Unfortunately, the political process has gotten very nasty. Many politicians seem incapable of telling the truth. As teachers, it's sad that our profession exists in such a political climate, but it does. We ignore it at our peril. As I've stated before, if we don't elect a pro-public education governor and the Minnesota House and Senate stay under Republican control, we will lose our collective bargaining rights (like Wisconsin and Iowa have). That is very scary to me – scary for new teachers, scary for veteran teachers close to retirement, scary for mid-career teachers. Teaching is a professional career that deserves a professional salary and benefits. Unfortunately, not all politicians feel that way.

Please plan to attend our first General Membership meeting of the year on November 8<sup>th</sup> at 4:00 at Old World Pizza in Inver Grove Heights. We will have a

short business meeting along with time to enjoy relaxing and visiting with colleagues. There will be free pizza and pop; alcoholic beverages are available for purchase.

Please take the time to read all the announcements in this edition of the 1148er. They are good reminders even if you've read them before.

I often get asked about the number of duty days we have in our contract. We are paid for 190 days (193 days for new teachers). We work 185 days and have five paid holidays: Labor Day, Thanksgiving and the following Friday, Presidents' Day, and Memorial Day. All other days we aren't in school (MEA, Winter break, Spring break, and MLK Day) are unpaid.

Don't hesitate to contact me with any questions or concerns.

Diane Thompson can be reached at:

651-403-7523

diane.thompson@isd197.org

presidentwsp@gmail.com

Websites: <http://educationminnesota.org/>

<http://wspft.mn.aft.org>

Facebook: Wspft

Mailbox at Heritage

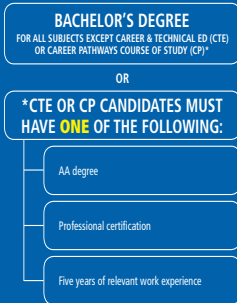
# Tiered Licensure

Please stay informed regarding the new Tiered licensure. To see this graphic in a larger format, go to this link on the EM website (you may have to log in to EM):

<https://www.educationminnesota.org/resources.aspx - credentials-licensure>

## Tiered licensure in Minnesota

### TIER 1 REQUIREMENTS



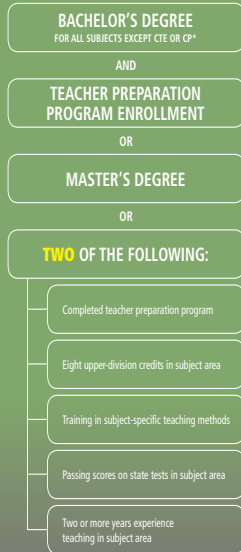
*Candidate must have a BA degree unless teaching Career and Tech Ed or Career Pathways, in which case must have AA degree, professional certification, or five years of relevant work experience.*

- ▶ Good for one year and can be renewed three times, though there are conditions under which districts can renew further.
- ▶ District and teacher apply jointly. District must show it could not find a Tier 2, 3, or 4 teacher.
- ▶ These teachers are not in the teacher bargaining unit and are not earning credit toward probation. Teachers at Tier 1 do not have continuing contract rights.

ANTICIPATED TRANSITION  
DETAILS CAN BE FOUND AT  
[HTTPS://EDUCATIONMINNESOTA.ORG/  
RESOURCES.ASPX#CREDENTIALS-LICENSURE.](https://educationminnesota.org/resources.aspx#credentials-licensure)

*Revised August 29, 2017. Subject to change.*

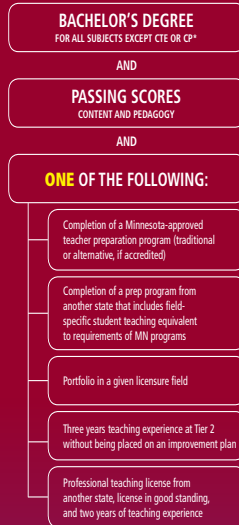
### TIER 2 REQUIREMENTS



*Candidate must be enrolled in a teacher preparation program, OR have a master's degree, OR have two of the following: completed teacher preparation program; eight upper-division credits in subject area; training in subject-specific teaching methods; two years of experience teaching in subject area; passing scores on state tests in subject area.*

- ▶ Good for two years and can be renewed three times.
- ▶ District and teacher apply jointly.
- ▶ These teachers are in the teacher bargaining unit and are not probationary. However, if these teachers get to Tier 3, then two years of successful teaching at Tier 2 can count toward the Tier 3 requirement of three years of probation. Teachers at Tier 2 do not have continuing contract rights.

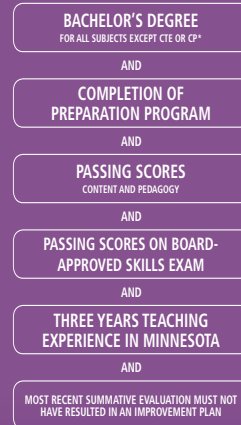
### TIER 3 REQUIREMENTS



*Candidate has BA degree for all subjects except CTE or CP; passing scores on content and pedagogy exams, and ONE of the following: Completion of a Minnesota-approved teacher preparation program (traditional or alternative, if accredited); completion of a prep program from another state that includes field-specific student teaching equivalent to requirements of MN programs; portfolio in a given licensure field; professional teaching license from another state, license in good standing, and two years of teaching experience; three years of teaching experience under a Tier 2 license and evidence of summative evaluations that did not result in placement on an improvement plan.*

- ▶ Good for three years and can be renewed indefinitely.
- ▶ Teacher applies for the license.
- ▶ These teachers are in the bargaining unit and must complete three years of probation. If a teacher at Tier 3 got to Tier 3 via Tier 2, two years of teaching at Tier 2 can count toward the three-year probationary requirement. Teachers at Tier 3 have continuing contract rights after completion of the probationary period.

### TIER 4 REQUIREMENTS



*The candidate must meet all Tier 3 requirements, have completed a preparation program or portfolio, have passing scores on content and pedagogy exams and passing scores on board-approved skills exam. In addition, the most recent summative evaluation must not have resulted in placing the teacher on an improvement plan.*

- ▶ Good for five years and can be renewed indefinitely.
- ▶ Teacher applies for the license.
- ▶ These teachers are in the bargaining unit. Teachers at Tier 4 have continuing contract rights after completion of the applicable probationary requirement.



THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS

**West St. Paul Local 1148**

PROPOSED BUDGET for 2017-2018

Adopted: May 1, 2017

| <b>INDIVIDUAL ANNUAL DUES</b>            |   |                   |
|--|---|-------------------|
| A.                                       | Local 1148 Members  |                   |
|  | 370 Full-time   | <b>910.00</b>     |
|  | <b>(\$480-EM, \$250-National, \$12 Regional Labor, \$168-Local 1148)</b>        |                   |
|  | <b>(Dues would be \$45.50/paycheck for 20 paychecks)</b>                        |                   |
|  | 35 Part-time  | <b>560.00</b>     |
| B.                                       | Fair Share Members  |                   |
|  | 2 Full-time   | <b>540.00</b>     |
|  | 10 Part-time  | <b>324.00</b>     |
|  |   |                   |
| <b>INCOME FROM MEMBERSHIP DUES</b>       |   |                   |
| A.                                       | Local 1148 Members  | <b>356,300.00</b> |
| B.                                       | Fair Share Members  | <b>4,320.00</b>   |
| C.                                       | Draw from Reserve Funds   | <b>0</b>          |
|  | <b>TOTAL INCOME</b>   | <b>360,620.00</b> |
|  |   |                   |
| <b>DISBURSEMENT OF INCOME (EXPENSES)</b> |   |                   |
| A.                                       | Education Minnesota Dues  | <b>291,620.00</b> |
| B.                                       | St. Paul Trades and Labor   | <b>4,600.00</b>   |
| C.                                       | West St. Paul Local 1148  | <b>64,400.00</b>  |
|  | <b>TOTAL DISBURSEMENTS</b>  | <b>360,620.00</b> |
|  |   |                   |
| <b>ITEMIZED EXPENSES – LOCAL 1148</b>    |   |                   |
| A.                                       | Office Supplies   | <b>1,200.00</b>   |
|  | Delegates to Convention   | <b>4,000.00</b>   |
| C.                                       | Scholarships  | <b>3,500.00</b>   |
| D.                                       | Retirement Gifts  | <b>1,500.00</b>   |
| E.                                       | Sunshine Fund   | <b>1,000.00</b>   |
| F.                                       | Negotiator's Salary (4 @ 3000)  | <b>12,000.00</b>  |
| G.                                       | President's Salary  | <b>8,500.00</b>   |
| H.                                       | Vice-President's Salary   | <b>3,000.00</b>   |
| I.                                       | Treasurer's Salary  | <b>3,000.00</b>   |
| J.                                       | Secretary's Salary  | <b>3,000.00</b>   |
| K.                                       | Building Reps, EPC Stipends, Government Relations, Sunshine, CERO, \$40/meeting | <b>9,000.00</b>   |
| L.                                       | FICA taxes, Federal taxes, MN taxes   | <b>5,500.00</b>   |
| M.                                       | ADP Payroll   | <b>1,600.00</b>   |
| N.                                       | Social/ Meeting Expenses  | <b>4,000.00</b>   |
| O.                                       | Publications/Postage  | <b>600.00</b>     |
| P.                                       | Technology updates  | <b>3,000.00</b>   |
|  |   |                   |
|  | <b>TOTAL EXPENSES FOR LOCAL 1148</b>  | <b>64,400.00</b>  |
|  |   |                   |
|  |   |                   |
|  |   |                   |

## 2017-2018 Local 1148 Executive Board Members

|                       |  |
|-----------------------|--|
| <b>President</b>      | Diane Thompson   |
| <b>Vice President</b> | Phil Hayes   |
| <b>Secretary</b>      | Kristy Otte  |
| <b>Treasurer</b>      | Hope Alger   |
| <b>Negotiators</b>    | Anne Bolsem<br>Jodie Darwitz<br>Jeff Nisbet<br>Julie Schiltgen<br>Diane Thompson |

### Building Representatives

|                             |  |
|-----------------------------|--|
| <b>Sibley</b>               | Dave Faust, Eric Friberg,<br>Glenn Skov        |
| <b>Friendly Hills</b>       | Don Nelson, Julie Schiltgen                    |
| <b>Heritage</b>             | Eileen Gilligan, Stephen Meuer,<br>Kristy Otte |
| <b>Garlough</b>             | Anne Bolsem                                    |
| <b>Mendota</b>              | Kathy Cardinal, Julie Poppitz                  |
| <b>Moreland</b>             | Shari Niemczyk                                 |
| <b>Pilot Knob</b>           | Ikhlas Abdelkhalig, James Autio                |
| <b>Somerset</b>             | Liz Eul  |
| <b>Early Learning</b>       | Michelle Smith                                 |
| <b>Sunshine</b>             | Julie Schiltgen                                |
| <b>Government Relations</b> |  |
| <b>Grievance Committee</b>  | Don Nelson, Julie Schiltgen                    |

# Announcements

## **Technology**

Please use the district's technology appropriately. Do not visit inappropriate sites or send inappropriate emails. **Make sure you have a personal email account for your personal email – don't use your district email address for personal use.** If you receive an inappropriate email, delete it immediately. Report all SPAM to our tech department. Limit your personal use, especially during working hours. You should not be shopping online, booking vacations, or viewing non-work related YouTube videos during work time. You should also be careful about being “friends” with administrators and teachers on Facebook. You don't want someone to post anything that might cause trouble for you. **Be careful what you post on all social media.** Remember, the district owns the computer you use and can take it and search the contents at any time.

## **Executive Board Meetings**

Executive Board meetings are usually held the first Monday of each month. All members are welcome to attend. The schedule is also on the WSPFT website. All meetings are in Friendly Hills Room 122. Our last meeting of the year is on June 4, 2018.

November 6, 2017  
December 4, 2017  
January 8, 2018  
February 5, 2018  
March 5, 2018  
April 2, 2018  
May 7, 2018  
June 4, 2018

## **Federation Emails**

If you are not receiving Federation emails, contact Diane Thompson.

## **Paycheck**

Make sure to check Skyward carefully to see that you are getting paid the correct amount. Contact Pahoua Yang with any questions. Keep track of your sick leave days and personal days. Check your deductions to make sure they are correct.

## **EM Web Site**

The Education Minnesota website is a good place to get information about your union. Please register at <http://www.educationminnesota.org>

## **WSPFT Web Site**

<http://wspft.mn.aft.org>

Please check our website and familiarize yourself with the information contained on our site. Our Secretary, Kristy Otte, works hard to upload important information and keep our website updated and current.

## **Read Your Contract/Know Your Rights**

Please take the time to read your contract and know your rights. If there are concerns about your teaching, supervision, prep time, schedule, or any other issues, contact Diane Thompson or your building rep. If you are doing curriculum work or supervision

assignments, you should get paid according to the contract. Also, watch carefully for any changes in working conditions. It is easier to resolve these issues when they first occur.

### **Use Negotiated Benefits Wisely**

Please do not abuse or misuse benefits the Federation has worked hard to obtain.

- Participate fully in Professional Development days.
- Honor the intentions of End of Quarter days by working on grades and other teaching tasks.
- Use your sick leave/personal days wisely. Teachers will be disciplined for misuse of sick days.

### **Meeting with Administrators**

Federation members always have the right to have union representation when meeting with administrators regarding discipline issues. Please call your building rep if you need assistance with any issue.

### **Resolving Issues**

We encourage members to resolve issues at the building level first. If unsuccessful, try to resolve issues with the help of the Federation and district level administrators.

### **1148er Contributions**

Members are encouraged to contribute articles and other items of interest to the 1148er. Send items to Diane Thompson at Heritage Middle School or by email.

### **Sunshine**

Please contact Julie Schiltgen at Friendly Hills if you know a teacher who is undergoing surgery or has a death in his/her immediate family. The Federation sends a card and a small monetary gift on these occasions.

### **Preapproval of Credits**

If you are denied preapproval of credits for a lane change, please let Diane Thompson know right away so the union can decide if it should be grieved.

### **Volunteering**

Be careful about volunteering for too many committees. Remember, what you agree to in September or October when you are fresh from the summer break may become a stressful burden later in the year. Keep in mind you have no contractual obligation to serve on a committee.

### **Your Union Dues for 2017-2018**

The money you pay in dues each month is divided among four organizations. Full time teachers pay \$910. The dues breakdown is:

Education Minnesota - \$480  
AFT and NEA - \$250  
WSPFT - \$168  
Trades and Labor - \$12

As you can see, our local uses \$168 of your yearly dues. This money goes to pay for officer salaries, office supplies, food for meetings, etc.

If you have any questions about your dues, please contact Hope Alger at Friendly Hills.

## WSP Insurance Rates for 2017-2018

### Current Insurance: Self Insured (Preferred One)

| <b>Insurance type</b>          | <b>Total Monthly Premium Cost</b> | <b>Total Yearly Cost</b> | <b>Current District contribution per month</b> | <b>Current Teacher contribution per month</b> |
|--------------------------------|-----------------------------------|--------------------------|--|---|
| <b>Custom - Single</b>         | \$667.78                          | \$8013.36                | \$667.78 (100%)                                | \$0 (0%)                                      |
| <b>Custom - Two Party</b>      | \$1381.20                         | \$16574.40               | \$1174.02 (85%)                                | \$207.18 (15%)                                |
| <b>Custom - Family</b>         | \$1846.93                         | \$22163.16               | \$1569.89 (85%)                                | \$277.04 (15%)                                |
|                                |                                   |                          |  |   |
| <b>Open Access - Single</b>    | \$742.15                          | \$8905.80                | \$705.04 (95%)                                 | \$37.11 (5%)                                  |
| <b>Open Access - Two Party</b> | \$1534.87                         | \$18418.44               | \$1227.90(80%)                                 | \$306.97 (20%)                                |
| <b>Open Access - Family</b>    | \$2052.34                         | \$24628.08               | \$1641.87 (80%)                                | \$410.47 (20%)                                |

To calculate the amount taken out of each paycheck (insurance is taken out of 20 paychecks), multiply the teacher contribution per month of your plan by 12, and then divide the result by 20. This should be the amount taken out of each paycheck for 20 checks.



# Thank You Notes

WSPFT,

Words cannot express how much Hunter, our Families, and I appreciated your comfort and support during this difficult time in our lives. Thank you for your thoughtfulness, prayers, and generosity in honor of Craig's memory.

Char and Hunter Kascht

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Dear WSP Teacher's Union,

Thank you so much for the monetary gift in memory of my mom, Carmen de Irazoqui. It has been a difficult time for my family now that she is gone. I appreciate your kindness and generosity.

Sincerely,

Sara Irazoqui Maldonado

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Dear WSPFT,

Thank you for the lovely card and generous gift you gave me in honor of my retirement. The staff of ISD 197 is so very fortunate to have this dedicated group supporting each of us. It helps to know that in this difficult profession, a strong union with such smart leadership is always there in the background helping us each step of the way.

Sincerely,

Pam Engebretson

Dear WSPFT,

Thank you for the \$500 scholarship. I'm really excited to attend Hamline this fall, where I will be majoring in education. This scholarship helps me take the steps to becoming a teacher.

Thank you,

Juan Telles

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Dear Local 1148,

Thank you so much for your note and gift in memory of my mother. My mother was a lifelong educator, teaching 20 years at St. Cloud State, followed by giving lectures on art history well into her 80s. I plan to use your kind gift to purchase art and/or travel books for my library at Somerset Elementary, as these were her two most major passions and she loved to talk with me about books and library. Thank you for honoring my mother with this gift.

All the best,

Sarah Garrett

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Dear WSPFT,

Thank you for your generous gift you sent during my recent recovery from surgery. It is a privilege to work in a district that shows such kindness and compassion to its members.

Sincerely,

Kristie Cummings

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Dear Local 1148 members,

Thank you so much for your generous gift of money for my retirement. It is an honor to be a Federation member and I'm so grateful for all of your hard work on behalf of teachers. In my retirement, I plan on continuing to support teachers and unions in any way I can.

Sincerely,

Lyn Malone

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Local 1148,

Thank you for the card and monetary gift on my retirement. I have been honored to be a member of Local 1148 these 20+ years. The work and support of this union has been much appreciated.

Celia Tanem

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To all my wonderful colleagues from the West St. Paul Federation of Teachers,

I want to thank the Federation members for the generous retirement check and your best wishes on my early retirement. I have been honored to teach with phenomenal teachers and staff. Working as a special education teacher had given me a meaningful career of working, learning, and growing. After twenty-two happy and productive years, I leave with many memories to cherish for the rest of my life. I truly appreciate the union support and guidance that was always available to me, and which I relied on heavily for my early retirement planning. As happy as I am to start the next chapter of my life, I will miss seeing all of you on a regular basis.

Sincerely,

Eileen Casey

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WSPFT,

Just a short note to thank you for the generous gift for my retirement from district 197. It has been an honor to work for this district and I will always be grateful for the hard work and dedication of our union.

Thanks,

Bob Guinn

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Dear WSPFT,

Thank you for awarding me the West St. Paul Federation of Teachers Scholarship. I would like to thank all of the teachers and staff for giving me an excellent education in District 197. It has prepared me very well for college and my career.

Sincerely,

Alex Nilles

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WSPFT,

Thank you for the retirement celebration at Old World Pizza and the generous retirement gift and card. I'm appreciative of all that the union has done to support our members over the years. I am proud to have been a counselor in District 197 and will miss the dedicated staff I have had the privilege to meet and work with these past 19 years. Thanks again for your hard work!

Blessings,

Larry Bartek

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WSPFT,

Thank you so much for the generous gift. It was totally unexpected. Unions are so essential to us.

Carol Patt

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Dear WSPFT #1148 Members,

Thank you for the fun pizza party and the generous gift you gave me to celebrate my retirement. I truly appreciate it. I have been on the Executive Board for the past 29 years and have watched first-hand the hard work that goes into protecting our rights as Union Members. I want to thank all past and present members of the Union, especially our Presidents, Negotiators, and other Executive Board Members for their commitment to serving us. It is especially important in these changing political times that we stay UNITED. Stay Strong and thank you for the privilege of serving you. I wish you all well.

Rozanne Crowley

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Dear WSPFT,

Thank you very much for your sponsorship donation of \$250 for the eighth annual Warrior 5K Run/Walk. Your generosity provides a needed resource that will enrich and expand the learning opportunities for those in our community.

At a time of decreased state and federal funding for public education, your contribution has never been more important. You enable our educators and those who work with them to reach beyond the boundaries that public dollars provide. Through annual gifts, endowment assets, and funding of special projects, the ISD 197 Educational Foundation is positioned to guarantee an exemplary learning environment.

Sincerely,

Steve Ashley  
Treasurer

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