Important Dates

October 13th
LIT Day: Employee-Directed

October 19th
Pilchuck New Educator Evening
“Classroom Management Techniques”
Free Clock Hours! Free Dinner!
RSVP to SLamb@WashingtonEA.org

October 20th
K-12 Waiver Day
3.5 Hours District/Building Directed
3.75 Hours Employee-Directed

October 27th
LIT Day: Building-Directed

October 31st
PGO: Form G (finalizing goals)
5D+ evaluation: Goal-setting conference

November 3rd
LIT Day: Employee-Directed

November 7th
Election Day
Remember to Vote!

November 10th
Veteran’s Day
Honoring All Who Served
No School

November 15th
MEA Representative Council

A New School Year

Welcome to those of you that are new to the Mukilteo School District, and welcome back to all of our returning members. Remember that your Association is here to help you during the year. We represent you and 1,038 other teachers and ESAs employed by the Mukilteo School District. Please contact us whenever you have questions about the contract, concerns, suggestions, or simply need some support. Your building representatives and Executive Board members are listed on the back page of this newsletter.

MEA is a strong, collaborative, local union that believes in advocating for our students. We welcome you to our family and hope you have a fantastic year!

Have you checked out the MEA Website?

In addition to contacting me, an Executive Board Member, or a Building Representative, stay connected with MEA through any/all of the following avenues:

• “Like” Mukilteo Education Association on Facebook
• Text @meabargain to 81010 for periodic text alerts
• Visit our website at http://www.mukilteoea.org/

We update our website often, so you have a wealth of information that is just a click away! Hover over “Association Information” on our site and you have instant access to:

➢ Executive Board Members and their contact information
➢ Building Representatives and their contact information
➢ Our 2016-2019 MSD/MEA Collective Bargaining Agreement
➢ Memorandums of Understanding (MOU) and Memorandums of Agreement (MOA) created at Labor Management Committee
➢ The 2017-2018 Salary Schedule
➢ Work year calendars
  ▪ Including employee/district time division on LIT Days
➢ Evaluation Resources updated to the new 5D+ Rubric
➢ NEW! Our 2017-2020 MECU Contract

Retiring within 3 Years?

Pilchuck UniServ is offering 2 day seminars (October 20-21, November 17-18, and January 19-20) geared for getting you organized and ready for retirement. Unlike other seminars, this one is just for those of you who have made the decision to retire within 3 years and want support with the step-by-step process involved. They’ll cover important timelines, applications and decisions, insurance, and much more to prepare you for impending retirement. The fee for each mini workshop is $30 per person. Registration information can be found on the homepage of our website. Look for “Pre-Retirement Seminars” under the Newsflash column on the right hand side of the page.
5D+ Evaluation: Having a Successful Goal-Setting Conference

October is the month where classroom teachers and their evaluators meet in a goal-setting conference. Evaluation resources are available on the MEA Website; hover over “Association Information”, and you will see a header entitled “Evaluation”. You can click on the updated 5D+ Rubric, the Self-Assessment form, and the Student Growth Goal Setting Form. According to our contract, the goal-setting conference must occur prior to October 31, 2017. The purpose of this conference is to:

- provide an opportunity to discuss the teacher’s self-assessment;
- provide an opportunity for the teacher and/or evaluator to discuss a preliminary rating assessment of the teacher;
- discuss professional goal area(s) identified by the teacher, including evidence to be gathered or considered, and;
- share, identify or mutually create student growth goals, and measures. The teacher may elect to use some or all parts of the Goal Setting Process Template Form (Appendix M). Teachers will submit the goals in writing to their evaluator.

Teachers can choose their own student growth goals! We also have contract language around student growth goals: “Student growth will be taken from multiple sources, and must be appropriate and relevant to the teacher’s assignment. Student growth data may include formative and summative assessment data. Student achievement data that does not measure growth between two points in time shall not be used to calculate a teacher’s student growth criterion score.”

Finally, you may choose to use your goal-setting meeting to discuss an upcoming observation. Pre-observation conferences are optional in our contract, but many members find them valuable so that they can determine what evidence their evaluator still needs to see, and/or they can let their evaluator know what to look for in an upcoming lesson.

Who Wants a New Red Shirt?

One of my favorite MEA memories is when hundreds of our MEA members lined the streets in Mukilteo and Everett on the May 20, 2015 Mukilteo EA Day of Action. When we “Wear Red for Public Ed” we send a powerful and unifying message to the community. Plus, it is one less wardrobe decision to make on Wednesdays! Our Membership Matters committee has planned a new red shirt for us this year. If you need a shirt, or want a second one, order online at http://www.lockscreenprinting.com/mea. Order as soon as possible – the link will remain active until midnight Friday, October 27th. New this year: shirts cut for women, long sleeve t-shirts, and pullover and zip-front hooded sweatshirts!

Want a FREE t-shirt or hooded sweatshirt? See your building rep for more information!

MEA Membership Matters Book Giveaway

Our Membership Matters committee worked hard to make our MEA Book Giveaway a smashing success! I am so appreciative of my committee members: Heather Craggs, Sonja Vaughan, Kali Dunton, Donna Peterson, Caitlan Charters, Daniella Colbert, Leslie Dodson, Krystal Neal, Sagen Mazick, Anne Oswald, and Nicole Dobmeier. Also, thank you to everyone that donated books, and a special “shout out” to Brandon Tepley, who was always willing to transport loads of books in his truck! Our next Membership Matters event is “MEA at the Sounders” on October 15th. We have over 50 people attending, and we are looking forward to this time to cheer on the Sounders with friends and family.
MEA believes that top-down decision making inhibits collegial cooperation and ultimately does not serve our students’ best interests. Consequently, our bargaining team fought to ensure you’d have a voice in building and district decisions, because you are the experts working in-the-trenches. Through contract negotiations, MSD and MEA agreed to the following language (excerpted from page 57): Employees will be consulted for input and take part in decisions affecting their classroom or assignment. District Committees shall use a collaborative decision-making model when making recommendations to the superintendent and the school board. Certificated employees shall be appointed to District Committees by the Association President (or designee). Meeting dates, agendas, and minutes from all meetings will be shared with committee members and the Association President, and be posted for all District employees to review.

Below you will find a list of district committees meeting this month. Please note the members that were gracious enough to allow me to appoint them as advocates for the educators in our district. If you have a question, suggestion, concern, or idea for a committee, please contact your representatives.

<table>
<thead>
<tr>
<th>Committee Name</th>
<th>Purpose</th>
<th>Meeting on</th>
<th>MEA Appointees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology Advisory Committee</td>
<td>The Technology Advisory Committee (TAC) is a group of district stakeholders that provides guidance and recommendations regarding strategic planning and oversight to technology functions of the district by: • Ensuring effective and transparent decision-making • Ensuring policies, budget and standards serves staff and students • Ensuring initiatives are communicated with staff • Collaborating to set the direction for future district technology planning</td>
<td>October 17 and November 14</td>
<td>Lyn Jackson (MA) Nate Bimz (KA) Carrie Weatherbie (OV) Trevor Lewis (VO) Mary Baker-Scanes (OP) Melissa Rooney (PP) Trina Whitaker (LS) Fred Collins (DI) Michell Niebuhr (CH/CO/EN/FA) Sandy Bajczuk (OE)</td>
</tr>
<tr>
<td>Safety Committee</td>
<td>• Complete safety and accident reviews • Inspect district buildings for worker safety</td>
<td>October 18</td>
<td>Lindsey Sanchez (HO) Colette Dahl (HP/EN)</td>
</tr>
<tr>
<td>Middle School Supply Committee</td>
<td>• Develop a recommendation to the Superintendent for a uniform middle school supply list that covers each of our schools</td>
<td>October 18 and November 1</td>
<td>Amy Tuckwell (EX Mathematics) Caity Sullivan (EX ELA/SS) Jeni Amburg (HP Science) Cheryl Phillip (OV CTE) Jessica Gamet (VO SpEd Resource) Jessica Gallagher (Literacy TOSA)</td>
</tr>
<tr>
<td>Research and Assessment Committee</td>
<td>• Review proposals for research conducted in the District for approval and make recommendations regarding the District assessment program: →Program Evaluation →District Assessments →Research</td>
<td>October 26</td>
<td>Susan Carver (EN/EX) Julia Kim (CO) Allison Gray (PKC) Kayle Mitchell (VO) Ronak Patel (MA) Jerry Curtin (KA)</td>
</tr>
<tr>
<td>Reading Intervention Materials Committee</td>
<td>• Review our structures for interventions to support struggling students (Tiers 2 and 3) • Select intervention materials that connect to our ELA adoptions (CCC and SpringBoard)</td>
<td>Secondary: October 31</td>
<td>ACES:Sabrina Richmond CH-Diana Wagner CO-Bob Crichlow DL-Lindsay Steele EN-Logan Janicula EX-Vickie Morrow FA-Jeni Hamilton HO-Megan Fitzpatrick HP-DeAnne Findlay KA-Diane Ham KA-Emily Davis</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Elementary: November 2</td>
<td></td>
</tr>
</tbody>
</table>

CBA Language: Collaborative Decision-Making at your Buildings

Collaborative decision-making extends to the building level as well! Our contract references several circumstances where you should have a voice in decisions that impact you and your colleagues. Your principal should consult you for input and allow you to take part in decisions that affect you. This includes, but is not limited to, the following items listed in our contract:

- **Page 43: Teacher Leadership** – you should have a say as to who represents you on the school Leadership team, and these leaders should be compensated. For Elementary and Middle Schools, the $800 Stipend roughly equates to 20 hours of work.
  - Page 173: These team leaders should be examining ways to reduce time demands on staff including assuming responsibility for some building initiatives and/or committee work.
    - In addition to the above, staff members should meet annually with their principal/administrator to review current practices around the use of time.

- **Page 164**: Principals should facilitate a process every three (3) years to review the decision-making model for your school.
- **Page 57**: Collaborative Decision-Making: Such school level topics include but are not limited to: school budget, school-wide discipline plan, school facility needs, categorical program design, school safety, and your school improvement plan.
- **Page 66**: Elementary Assessment Support - Substitute time will be allocated based upon collaborative decision-making between the principal and teachers.
- **Page 46**: A shared decision-making process will be utilized to develop any adjusted planning schedules that may occur on standardized testing days.
- **Page 49**: A collaborative decision-making process shall be used before implementing a new instructional model to ensure that staff buy-in and support takes place.
Seven local delegates from Mukilteo attended the NEA Convention in Boston, Massachusetts. Mukilteo also had three additional WEA state delegates who were elected through Pilchuck UniServ Council. All ten delegates met each morning in our state caucus before beginning the day’s work at NEA-RA. The theme for the 2017 RA was: “Uniting our Members and the Nation.” Over the week, delegates and leadership continued important work on human and civil rights, particularly as they pertain to our youth and our public educational institutions. In addition, delegates approved a Policy Statement on Charter schools. For more on the work of the delegation, visit the following links:

- New Business Items
- Legislative Amendments
- Resolutions
- Policy Statements
- Election Results
- Constitutional Bylaws/Amendments

Read more from your delegates below… I hope it inspires you to run for NEA-RA in the future. Maybe we’ll see you in Minneapolis in 2018!

**Punkie Doyle, Mariner High School**

**Speaker that moved me the most:** LeVar Burton, recipient of NEA’s Friend of Education Award.

**Favorite Quote:** [stressing the importance of fully funding public schools] “Without you, we go nowhere. Unless we support you, we don’t get this job done.”

**Favorite NBIs:** Various NBIs designed to support our LGBTQ students/staff, as well as help inform educators as to how we can support them as they deal with issues arising from difficulties that they face.

**Most touching, or interesting thing that happened:** I loved when Marley Dias addressed the assembly to tell the story behind her #1000BlackGirlBooks campaign.

**Final thoughts:** I continue to be amazed at witnessing and participating in the discussion and debate that occurs at NEA-RAs each year as we create thoughtful policies that educators across the nation can be proud of.

**Tory Kartchner, Mariner High School**

**Speaker that moved me the most:** LeVar Burton.

**Favorite Quote:** “The last thing I believe that we should be doing is taking money from the already strapped public education sector and use it to fund essentially private institutions that aren’t beholden to the rules, the regulations, and the transparency we have come to expect in this country.”

**Most important Policy work:** The NEA Policy Statement on Charter Schools. Creating/Updating NEA’s position on Charter Schools seemed particularly pertinent with DeVos in Washington DC advocating for privatization of public dollars and the growth of charters here in Washington State. This policy seems to draw a clear line between those charters that further the goal of public education and those that intend to create private profit at the expense of our students.

**Phil Falk, Picnic Point Elementary**

**Speaker that moved me the most:** LeVar Burton.

**Favorite Quote:** “My mother provided me with the best weapon she could against the injustices I would inevitably face... and that was a quality education.”

**Favorite NBI:** #26 – This NBI will provide members with supports to help meet the needs of students that are struggling with mental health conditions.

**Comical Reflection:** When people spoke of LeVar Burton and referenced “Reading Rainbow” or “Geordi La Forge from Star Trek: The Next Generation” … while I was remembering Kunta Kinte from Roots. Geez, I feel old.

**Best experience when RA was at recess:** Cable and I flew into Boston a couple days early and attended a Lindsey Buckingham and Christine McVie concert (that’s half of Fleetwood Mac!). It was incredible; for a second during the concert I felt 19 years old again.

**One more thing:** Bunker Hill was closed, but if you hurried you could run up to the top. 294 steps later Cable and I were wheezing and panting for our lives and Cable gasped, “Is there anything more that needs to be said?”

**Leslie Dodson, Picnic Point Elementary and Serene Lake Elementary**

The best part of NEA-RA was hearing our NEA President, Lily Eskelsen Garcia speak. She was so encouraging and hopeful. She stayed calm, cool, and collected when the delegates were getting rowdy on the floor. I feel inspired by her knowledge, grace, and leadership.

**Fiona Rimstad, Picnic Point Elementary**

The best thing about RA during recess was spending time with other members. Not only do we spend time with members from our local, but from across our state as well as other states. Many members from Pilchuck attended a Red Sox game together which was a fun evening activity. Discussing things that happened at RA over dinner is another enjoyable activity. Mukilteo was well represented in Boston. Thanks so much for electing me as a state delegate at NEA-RA! 😊
Melissa Dahl, Voyager Middle School

Speaker that moved me the most: LeVar Burton. It’s not what Mr. Burton said, but what he did. He got choked up when presented with the NEA Friends of Education award, then he thanked us for the work we do.

Favorite NBI: #69 – It involved a program to recruit men of color to teaching, something I think we sorely need.

Best Legislative Amendment: #3 – People of color are disproportionately represented in the prison system. Many of my students are negatively affected by a parent in prison. Systemic change is necessary.

Most important Policy work: The new policy against charter schools was most impactful to me. The policy is not against all charter schools, but those that are for-profit without accountability. According to NEA president Lily Eskelsen García, “Handing over students’ education to privately managed, unaccountable charters jeopardizes student success, undermines public education and harms communities.”

Best experience when RA was at recess: Seeing the 4th of July fireworks from our hotel window!

Final thoughts: Although I’ve taught US History for years, I had never been to Boston to see the actual sights before. One of the highlights was visiting Paul Revere’s house. Another great thing about attending RA was seeing democracy in action. Parliamentary procedure can be slow and tedious at times, but it’s sure better than other alternatives!!

Gail Anderson, Kamiak High School

Speakers that moved me the most: Bostonians of the Year and Boston Latin (the nation’s oldest public school) students for social justice Meggie Noel and Kylie Webster-Cazeau. When Meggie and Kylie gave their principal proof of racial slurs in their school nothing happened. So these girls created an iPhone video, #BlackAtBls 2016, and uploaded it to YouTube to initiate a hashtag campaign where students could post examples on social media of racism and racially insensitive remarks that they have experienced. That video was viewed over 14,000 times in the first 24 hours!

Favorite NBI: The NBIs – all 159 of them – covered a wide range of proposals for NEA to work on. My favorites were proposed solutions to help students who are often marginalized: LGBTQ, students of color, special needs students. NEA delegates proposed solutions to systems that harm students, i.e. standardized tests, the school-to-prison pipeline, and attacks to public education from the Trump administration and Betsy DeVos.

Best experiences when RA was at recess: Lobster ravioli, the Freedom Trail, fireworks on the 4th of July, the Hispanic Caucus Dance, adventures with my roommate Melissa Dahl, and riding effective and efficient public transit!

Final thoughts: I appreciate the thoughtful discussion and problem solving that occurred around institutional racism and white privilege. Participating in the democratic process with 8,000+ other educators from the United States is remarkable. And it was especially fun with Dana and my Mukilteo EA peeps!

Cable Smith, Odyssey Elementary

Speaker that moved me the most: LeVar Burton.

Favorite quote from the speech: “Now I thought at one time that No Child Left Behind was the most ill-advised governmental policy in the history of governmental policies, but clearly I was wrong, because Betsy wants to take it one step further. I do not understand the thinking of this administration on a lot of issues, but I’ll be damned if I get where they are on education and why they are where they are. It seems to be punitive and punitive to take money from already under-served communities and use it privately. It doesn’t make sense to me. Just like it does not make sense to me that our Secretary of Education is in favor of reversing an Obama administration policy that forgives student loans simply because she has a connection to an organization that makes its living collecting loan payments from delinquent students.”

Thoughts on our Charter Policy work: Now that we have lost the battle against Charter Schools, we have to find ways to support those teachers and employees who work in them. By adopting this policy, the teachers and/or employees have many of the protections and avenues of support that public school teachers have from our Union. These teachers deserve the same kind of protections, as well as working conditions, that public school employees have… not just what is dictated down to them from the ‘higher-ups.’ Also, Charter Schools would have to meet accountability measures, similar to those in public schools, which will at least increase the transparency of what is actually happening in Charter Schools and how they compare to Public Schools.

Best experiences when RA was at recess: Catching a red-eye the last day of school, staying awake upon arriving and putting 13.5 miles on my Fitbit (all just on day 1). Everything there was amazing! Some highlights included: walking the Freedom Trail, visiting the Kennedy Center, and seeing the Red Sox at Fenway. I particularly liked the “meatball in a cone,” from the concession stands at Fenway (yes it exists).

Final thoughts: I enjoyed watching Phil Falk devour “Larry the Lobsta,” which had to have been the BIGGEST lobster they’ve ever served- ha-ha! Pretty sure he’s still being digested.

Michael Peña, Mariner

Speakers that moved me the most: Youth poets Nesha Ruther and Diondre “Grim” Jackson-Henderson. Their performance of spoken word was moving and powerful.

Best experiences when RA was at recess: Taking the train from Boston to Portland, Maine to have an original Maine lobster roll on the pier at J’s Oyster as part of our unofficial Educators of Color group (which had their first official meeting last week!)
Union Membership: Advocacy

The following people were elected to represent you at the building level for the 2017-2018 School Year. Please thank them for their contributions to MEA. These are the people you need to contact if you want answers to a contract question, help with a concern, or representation in a meeting. If they (or you) need additional support, the MEA President and the Executive Board is available as well. Some buildings still have room for additional representatives; talk to your Building Reps to see how you can become involved! The Representative Council meets once a month to discuss local, state and national issues.

MEU Reps: Rep, Alternate

| DISTRICT | SUPPORT | Teresa Baker
|          |         | Donna Riviera
|          |         | Brandon Tepley

| CHALLENGER | Kate Crabtree
|            | Theresa Dixon
|            | Caitlin Hitchner
|            | Sagen Mazick
|            | Tamara Osborn

**Vacancy: Alternate**

| COLUMBIA | Hazel Beiermann
|          | Jennifer Carlsrud
|          | Angela Collins
|          | Marla Gross
|          | Melissa Mawet
|          | Kelly Woodworth

**Vacancy: Alternate**

| DISCOVERY | Kelsey Boyle
|           | Fred Collins
|           | Joan Ellering-Olwell
|           | Shauna Smith

**Vacancy: Alternate**

| ENDEAVOUR | Roxy Geving
|           | Dianne Meyer
|           | Vacancies: Rep, Alternate

| FAIRMOUNT | Jeni Hamilton
|           | Kathleen Reed
|           | Vacancies: 2 Reps, Alternate

| HORIZON | Jeni Caione
|         | Daniella Colbert
|         | Sarah Dutchin
|         | Lindsey Hoffman
|         | Stevie Peretti
|         | Lindsey Sanchez

| LAKE STICKNEY | Cathy Bierman
|              | Beca Kuttemplon-Aronowitz
|              | Carlee Savage
|              | Val Vanderport
|              | Sonja Vaughan

| MUKILTEO ELEMENTARY | Robin Counsellor
|                   | Aina Green
|                   | Sue Idso
|                   | Lindsey Sieb
|                   | Vacancy: Alternate

| OLYSSEY | Whitney Johnson
|         | Kayla Macy
|         | Meghan Rinaker
|         | Cable Smith
|         | Vacancy: Alternate

| OLIVIA PARK | Marizon Cruz
|            | Kara Jamieson
|            | Amie Jette
|            | Alex Poulas
|            | Andrea Toth

| PATHFINDER | Kim Bovee
|           | Sarah Johnson
|           | Cathy Takayoshi
|           | Tary Wollen

| PICNIC POINT | Molly Addicott
|              | Jocelyn Diefendorf
|              | Leslie Dodson
|              | Melissa Ross

| SERENE LAKE | Heather Dolan
|             | Krista Neighbors
|             | Cassie Smeber
|             | Vacancy: Alternate

| EXPLORER | Claire Hannan
|         | Terri Harpster
|         | Ashley Kutrich
|         | Darcia Ramos
|         | Patsy Thomas
|         | Amy Tuckwell
|         | Vacancy: Alternate

| HARBOR POINTE | Colette Dahl
|              | Steven Day
|              | Kris Henry
|              | Vacancies: 2 Reps, Alt.

| HARBOUR | Caitlan Charters
|         | John Dobmeier
|         | Donna Peterson
|         | Courtney Terry
|         | Vacancies: Rep, Alternate

| OLYMPIC VIEW | Debbie Freestone
|              | Jessica Gamet
|              | Mikah Janda
|              | Christina Moore
|              | Brenna Reid
|              | Christine Smith

| ACES | Thomas Kearney
|     | David Soelling

| KAMIACK | Gail Anderson
|        | Lynn Holm
|        | Alex Johns
|        | Laurel King
|        | Jim Nettles
|        | Christine O’Connell
|        | Shan Oglesby
|        | Bobby Skowrya
|        | Melissa Storr
|        | Cindy Thomas
|        | Vacancy: Alternate

| MARINER | Susan Cedar
|        | Stephanie Horrocks
|        | Tom Jensen
|        | David Nash
|        | Josh Olson
|        | Ronak Patel
|        | Jennifer Pontius
|        | Lauren Salcedo
|        | Emily Schiessl
|        | Sobia Sheikh
|        | Kevin Sutton
|        | Benayshie Titus
|        | Sandie Vea

MEU Reps: Rep, Alternate

Executive Board Members volunteer hundreds of hours each year advocating for our members. They are elected to represent your interests within MEA, WEA and NEA. If you need answers to questions or help with a concern you can use the contact information below.

### 2017 – 2018 MEA EXECUTIVE BOARD

**President** - Dana M. Wiebe
MukilteoEA@WashingtonEA.org
WiebeDM@mukilteo.wednet.edu
425-423-8299

**Elementary Rep** - Fiona Rimstad
PP
RimstadFA@mukilteo.wednet.edu

**Middle School Rep** – Chris Williams
HP
WilliamsCM@mukilteo.wednet.edu

**High School Rep** - Tory Kartchner
MA
KartchnerTE@mukilteo.wednet.edu

**MECU Rep** – Phil Falk
PP
FalkPM@mukilteo.wednet.edu

**Members at Large:**

- **Melissa Dahl**
  VO
  DahlMX@mukilteo.wednet.edu

- **Kali Dunton**
  LS
  DuntonJK@mukilteo.wednet.edu

- **Michael Peña**
  MA
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- **Kari Woodard**
  FA
  WoodardKA@mukilteo.wednet.edu

**Assistant Treasurer**
Diane A. Radabaugh
MukilteoEA@WashingtonEA.org
425-423-8299

**Executive Assistant**
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425-423-8299

**Union Membership: Advocacy**

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