Important Dates

**March 2**
LIT Day
K-12: Building-Directed

**March 3**
Teaching Equity Conference
Mariner High School
Register at this link

**March 8**
New Educator Night
“Formative Assessment & Your Classroom”
RSVP to SLamb@WashingtonEA.org

**March 9**
LIT Day
K-12: Employee-Directed
Transfer Posting Opens
“Teachers and Tots” MEA Social
Cactus Moon (Everett), 3-6 pm

**March 14**
MEA Culture/Climate Survey Closes
Transfer Posting Closes

**March 16**
LIT Day
K-5: Report Card Prep
6-8: Report Card Prep
9-12: Employee-Directed

**March 21**
Pilchuck Institute
Teacher Certification Workshop
Register at this link

**March 23**
LIT Day
K-12: Employee-Directed

**March 28**
MEA Representative Council

**March 30**
Sabbatical Leave Application Deadline
Job-sharing Application Deadline

Like Mukilteo Education Assn. on Facebook!

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**Pilchuck UniServ Council Hires New Director**

Since the age of 19, when she organized her workplace at the Social Security Administration call center in Auburn, Washington, Yvette De La Cruz has been an advocate for workers’ rights.

She is a union activist and professional labor educator, who applies the pedagogy of “training for transformation” to the field of labor education. Yvette brings her passion for using education and training as a method to advance the rights of workers to her work, most recently as the National Campaigns Training Coordinator with the AFL-CIO in Washington, DC.

She has been active with several unions, holding both elected and staff positions with the American Federation of Government Employees (AFGE), the Service Employees International Union (SEIU) and the American Federation of State, County and Municipal Employees (AFSCME) in Oregon, Washington, New Mexico and Washington, D.C. Additionally, she served as an Adjunct Professor at the National Labor College in Silver Spring, Maryland and as Project Coordinator with the Global Union Federation, Public Services International in Ferney-Voltaire, France.

Yvette earned her Master’s Degree in Labor Policy and Globalization from the Berlin School of Economics and the University of Kassel and her Bachelor’s Degree in Labor Studies from the National Labor College. MEA welcomes Yvette to our fold and we are lucky to have her in our corner advocating for students and educators!

**MEA Executive Board Election Results**

Thank you to the 498 members that participated in the recent MEA election process. These educators will devote their time and talents to represent your interests as elected members of the 2018-2020 Executive Board.

- **Vice President**: Tory Kartchner (MA – Mathematics)
- **Secretary**: Heather Craggs (Mentor Teacher)
- **Member-at-Large**: Melissa Dahl (VO – ELA/SS)
- **MECU Representative**: Philip Falk (PP – PE)

**MEA Election Results for WEA Representative Assembly**

The 98th WEA Representative Assembly will be April 19-21 at the Spokane Convention Center. WEA-RA is the highest decision making body of the Washington Education Association. MEA members have elected the following delegates to represent us:

- Molly Addicott (PP)
- Natasia Brooks (MA)
- Leslie Dodson (PP/SL)
- Philip Falk (PP)
- Anna Guy (VO)
- Tory Kartchner (MA)
- Kaley Mitchell (VO)
- Ronak Patel (MA)
- Michael Peña (MA)
- Fiona Rimstad (PP)
- Carlee Savage (LS)
- Sobia Sheikh (MA)
- Cable Smith (OE)
- Dana Wiebe (MEA)
Message from WEA President Kim Mead:

Schools are supposed to be safe places for all children to learn. WEA has never wavered from that position and never will. We know that the people who choose to work in schools are there because they are committed to their students. WEA believes that educators should not be armed and that guns and other weapons should not be allowed in schools. Further, Washington state law prohibits guns and weapons on school campuses.

In the wake of yet another senseless and tragic school shooting, students from Florida’s Marjory Stoneman Douglas High School are rising up and inspiring others from across the country to finally take action to stop these horrific events. Schools should be safe places for all.

There are several national actions taking place to stop gun violence at schools. Florida students are organizing a national student protest on Saturday, March 24. We have also heard of several spontaneous events in our own state, as well as across the country. I expect more of them. We’ve received many questions about whether educators can support the student-led events. The answer is “Yes, IF” you follow whatever guidance and parameters your district sets forth. As with all issues, school employees don’t have free speech rights in the classroom, so please be sure to check your rights and responsibilities to avoid setting yourself or your members up for possible discipline. For a more detailed Q and A, see this spot-on guidance from NEA.

Read Across America Day: March 2, 2018

Bring the celebration of reading and literacy into your classroom and school all year long and get ready to celebrate the 20th anniversary of NEA’s Read Across America! Visit Seussville for guides, activities, events, programs, and projects that will help you celebrate with your students. Follow Read Across America on Facebook, and check out these additional resources to help plan for this celebration of reading:

- Plan a Reading Event
- Downloadable materials
- Activity Ideas
- Finding Free or Low Cost Books for your students

5D+ Evaluation: Scoring

Classroom teachers receive a performance rating for each of the eight (8) evaluative criteria. Classroom teachers are assumed to be Proficient (3) and evidence is collected in the normal course of professional practice to confirm or modify this performance evaluation rating. Local decisions were made at the bargaining table regarding the assessment of the components and how those components are aggregated up to one criterion score by using the instructional framework.

MEA Contract: Evaluation Performance Scoring and Ratings:

Criterion-level ratings are based upon the preponderance of evidence. This evidence will consider the growth of the classroom teacher over time and the relevancy of the criterion to the classroom teacher’s work assignment.

Confused about Teacher Certification Requirements & Options?

Pilchuck UniServ will be providing a Teacher Certification Workshop on March 21, 5-8 p.m. at the Everett Community Resource Center, 3900 Broadway, in Everett to tackle questions about Washington state teacher certification and continuing education requirements, state policy updates and support options. Bring your laptop or mobile device to take a look at Washington’s new E-Certification system for renewing your certificate, checking expiration, or adding endorsements. This workshop will cover:

- Policy changes affecting teacher, ESA and CTE certification
- New certification renewal requirements (PGPs, STEM, TPEP)
- Test-only options for adding endorsements
- The National Board process

This class is free to WEA members. Non-members can attend with a $250 registration fee, if space is available. A light dinner and three clock hours will be provided. Register now before spaces fill!
Know your CBA: Assignment, Vacancies and Transfer

The 2016-2019 Collective Bargaining Agreement outlines member rights in terms of Assignment, Vacancies and Transfer (Article IV, Sections 11 – 12, pp. 18-24). The process for voluntary transfers begins in March and will continue through the summer. A list of known vacancies will be posted on the District’s website and sent by District e-mail to staff and the Association according to the following schedule:

(a) March 9 (closing on March 14)
(b) March 23 (closing on March 28)
(c) April 13 (closing on April 18)
(d) April 27 (closing on May 2)
(e) May 11 (closing on May 16)
(f) May 25 (closing on May 31)
(g) June 8 (closing on June 13)
(h) Subsequent vacancies: the district may post as needed on any day from June 11 forward.

Contract Language:

- Employees wishing to apply for any of the posted vacancies must apply on-line within three (3) school days after the posting date.
- Within seven (7) school days of the "transfer closing date", the Principal or supervisor will review the transfer request, arrange for an interview, if necessary, and fill the position according to the selection criteria outlined below or exercise the set aside provision.
- Prior to the next transfer posting dates in March, April or May, or within ten (10) school days after a transfer closing date in June, July or August, the transfer applicant will be notified of the decision of his/her transfer request.
- Employees with a .5 FTE or greater contract who possesses the qualifications to fill a vacancy shall be treated similarly.
- Intra-District Voluntary Staff Exchange: With approval by both staff members and their administrators, two (2) staff members may exchange job positions for one (1) school year. Such exchanges are temporary and each staff member will be considered placed at their original school for the following year’s staffing. After the year, if all four (4) parties agree, the transfers can become permanent placements.

Transfer language applicable to Special Education Teachers and ESAs:

- **ESAs (SLPs, OTs, PTs, Nurses, and Psychologists):**
  - Prior to hiring any additional ESAs, the District will offer its part-time staff the additional FTE based on seniority unless the specific assignment of the additional FTE results in inefficient use of service time.
  - By April 1, employees shall be provided the opportunity to advise the Director of Special Education or designee of employee preferences for positions/assignments that may become available before the next school year.
  - The Director of Special Education or designee shall consider employee preferences when an opening exists, and shall notify, in writing, each teacher whose request(s) for a new assignment was not granted and the reason(s) for not granting the request(s).
  - One (1) day of released time or additional compensation paid at per diem will be given to the teacher who is making an involuntary reassignment which requires moving their office to a new worksite. The District will provide transportation of an employee’s materials for a voluntary or involuntary move to another worksite.

- **Special Education Teachers:**
  - By April 1, teachers shall be provided the opportunity to advise the Director of Special Education of their preferences for positions/assignments that may become available before the next school year.
  - Special Education has two “buildings”: elementary and secondary.
    - No special education teacher shall be reassigned to a different “building” without their consent.
  - The Director of Special Education shall consider teacher preferences when an opening exists, and shall honor a request of each teacher when requests are made within “building” except when: there are multiple requests for one or more positions; a teacher has been on a growth plan in the current year; or in up to three cases the director can deny a reassignment request. To the extent possible, employees shall be notified of the decision of his/her reassignment request by May 15th.
  - In the event a request is not honored for a specific opening, the director shall notify, in writing, each teacher whose request(s) for a new assignment was not granted and the reason(s) for not granting the request(s).
  - Two (2) days of released time or additional compensation paid at per diem will be given to the teacher who is making an involuntary reassignment to a different worksite. The District will provide transportation of teacher materials for a voluntary or involuntary move to another worksite.
  - An employee who has been working in the capacity as a special education teacher for at least three years within the district, and who possesses the certification and/or endorsement required to fill a vacancy in general education, may seek a voluntary transfer.
Tax Information - $250 Educator Expense

If you were an eligible educator in 2017, you can deduct up to $250 ($500 if you are married to an educator and filing jointly) of any unreimbursed expenses you incurred for books, supplies, other equipment, and supplementary materials that you use in the classroom. For courses in health and physical education, expenses for supplies are qualified expenses only if they are related to athletics. Check your IRS Instructions to see if you can deduct additional expenses above $250.

2017 Dues Tax Deductions

If you itemize deductions, you can deduct most of your association dues from your income tax. The dues deduction amount for teachers is as follows:

<table>
<thead>
<tr>
<th>FTE</th>
<th>8 months of dues at 2016-2017 contribution level</th>
<th>4 months of dues at 2017-2018 contribution level</th>
<th>TOTAL DEDUCTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>.76 - 1.0</td>
<td>$91.84</td>
<td>$96.34</td>
<td>$1120.08</td>
</tr>
<tr>
<td>.51 - .75</td>
<td>$72.77</td>
<td>$76.19</td>
<td>$886.92</td>
</tr>
<tr>
<td>.26 - .50</td>
<td>$46.87</td>
<td>$49.12</td>
<td>$571.44</td>
</tr>
<tr>
<td>.25 or less</td>
<td>$24.42</td>
<td>$25.55</td>
<td>$297.56</td>
</tr>
</tbody>
</table>

Calculations include NEA, WEA, Local & UniServ Dues only. If you have changed FTE from last year, your dues will be different. You may need assistance in determining the correct dues amount. If you have any questions, please contact Diane Radabaugh in the MEA office at 425-423-8299 or at MukilteoEA@washingtonea.org.

2017 WEA-Retired Scholarships

WEA-Retired is offering up to eight $1,000 nonrenewable scholarships to aid WEA members in enhancing skills in specific education areas and/or attaining or maintaining a teaching certificate. The scholarships cannot be used to pay for incurred debt for past classes or reimbursement for pre-paid classes. To apply, you must be a WEA member. Applications must include two items: a coversheet and a letter of application. The completed coversheet and application letter must be received by April 6, 2018.

Membership Matters: Teachers and Tots!

Come enjoy some yummy tater tots with colleagues from around the district after our Employee-Directed LIT day! You’ll need to purchase your own beverage(s), but tots will be provided by MEA.

717 128th St SW a116, Everett, WA 98204

Friday, March 9th
3pm – 6pm

2017 – 2018 MEA EXECUTIVE BOARD

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