**The Survey Says…**

Thank you to the 820 MEA members who took the time to record their opinion in this year’s climate survey. Overall, the results of the survey were positive. The highest agreements were with the statements about building strong relationships with students, principals communicating respectfully in person and in written communications, and being respected and supported by colleagues. The lowest agreements were with the statements about student misbehavior not being an issue at schools, and not being stressed by state assessment mandates, federal accountability mandates and new district level programs, initiatives, and decisions. Please attend the next building meeting called by your Building Representatives to see complete results for your worksite as well as how your building responses compare to all respondents in the District. MEA repeats the same survey each year, noting any changes in responses. Thank you to all the Building Reps who promoted the online survey and are holding building meetings to go over the results.

**Mukilteo Education Association Scholarships**

MEA is offering four $1000 scholarships to qualified students from Mariner, ACES or Kamiak High Schools. All scholarships require the completion of any applicable 2018 MEA Scholarship Application form(s). Forms and appropriate supporting documentation are to be submitted directly to the MEA Office, c/o Scholarship Committee by Tuesday, May 1, 2018. Forms can be obtained from the high school counseling offices, and are also available on the Mukilteo Education Association’s Website.

- The **Brad Agerup Memorial Scholarship** is available to a graduating senior from Mariner High School. The student must be enrolling in a program to further their education in an accredited technical school, or a two or four year college or university.
- The **Michelle Reichenbach Memorial Scholarship** is available to a graduating senior with a family member employed by the Mukilteo School District. The student must be enrolling in an accredited technical school, or a two or four year college or university.
- The **Lois Jamieson Memorial Scholarship** is open to students entering any accredited four year college or university. Preference will be given to applicants intending to pursue a career as an educator.
- The **Joanne Brennan Memorial Scholarship** is offered to a senior enrolling in any accredited two or four year college or university. Preference will be given to students identified as “high risk” as determined by the scholarship committee and/or faculty.
NEA Representative Assembly Election Results

Congratulations to Molly Addicott (PP), Phil Falk (PP), Michael Peña (MA), Fiona Rimstad (PP), and Cable Smith (OE)! They were elected NEA State Delegates for 2018-20. This two-year position means the delegates will attend the National Education Association Representative Assembly in Minneapolis, Minnesota and next year’s RA in Houston, Texas as representatives of WEA/Pilchuck. NEA-RA is the world’s largest democratic deliberative assembly. MEA will also use local funds to send four locally elected delegates to NEA-RA in Minneapolis: Colette Dahl (HP), Leslie Dodson (PP/SL), Tory Kartchner (MA), and Sobia Sheikh (MA). We are fortunate to have these 9 delegates represent our members in setting policy and charting the direction of NEA business!

Janus v. AFSCME Supreme Court Case

Yvette De La Cruz, Pilchuck UniServ Director, Guest Columnist

Janus v. AFSCME aims to take away the freedom of – and opportunity for – working people to join together in strong unions to speak up for themselves, their families and their communities. On February 26, 2018, the U.S. Supreme Court heard arguments in the Janus v. AFSCME Case. If the Supreme Court rules in favor of Janus, it would allow public-sector workers — some of whom are currently mandated to pay “fair share” fees if they opt out of full-fledged union membership — to receive union representation and benefits without paying anything. This would expand right-to-work conditions to the entire public sector in the United States.

In Janus v. AFSCME, lawyers for an anti-union group argued that requiring union-represented public employees to pay anything at all to the union would be an unconstitutional violation of their First Amendment free speech rights — because that would be like making them pay for political speech they might disagree with.

The court addressed that same argument more than 40 years ago in a 1977 case called Abood v. Detroit Board of Education and came up with a compromise: Union-represented workers who choose not to join the union don’t have to pay union dues, which pay for political expenses like lobbying, but they can, if state law allows it, be required to pay a lesser amount known as “fair share” fees — fees that cover just the union’s costs of negotiating contracts and representing members. Now, plaintiffs in the Janus case want the court to overturn the Abood decision based on the argument that everything a union does — even grievance handling — is political when the employer is a government.

The National Education Association and the American Association of University Professors submitted an amicus brief with the Supreme Court in the case. The National Right to Work Committee, which is behind the case, is asking the Court to read into the First Amendment a right to work law for the entire public sector. As the brief explains, the First Amendment has never been so interpreted and doing so would conflict with the Court’s long-established deference to state decisions about their public workforces.

Under the American system of labor law, democratically elected unions serve as workers’ “exclusive representatives,” and they have a legally binding duty to represent all workers in a bargaining unit, whether or not those workers choose to join the union. At issue in Janus is whether non-union members, who share in the wages, benefits and protections that have been negotiated into a collectively bargained contract, may be required to pay their fair share for the cost of those negotiations.

Sources:
http://www.thestand.org/2018/02/the-janus-case-what-it-is-whos-behind-it/
http://neatoday.org/2018/02/15/how-janus-case-threatens-working-people/
**Membership Matters: MukRoe at the Mariners!**

Monroe EA and Mukilteo EA are excited to announce our first joint Membership Matters event: Mariners vs. Tampa Bay Rays on Friday, June 1st, at 7:10 p.m. The first 10,000 fans receive Mariner Pajama Bottoms!

**Here’s how to get discounted seats for the event:**
1. Connect with people at your building to see who wants to join the fun – you’ll want a “point person” to establish a [Mariners.com account](https://www.mariners.com) and buy your seats as a group
2. [Purchase up to 9 discounted tickets at this link](https://www.mariners.com). Click on “find tickets” for June 1 - enter promo COLLEGE
3. Click on Section 316 – this is where we all will be sitting
4. Click on the seats you want to get the $13 per seat pricing (after taxes and fees the cost is only $14.43 per seat!)
5. Arrive early to take advantage of extended happy hour in The ‘Pen, Edgar’s Cantina, Edgar’s Home Run Porch presented by Sol & View Level concession stands until first pitch.

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**Upcoming Committee Meetings**

Below you will find a list of upcoming committee meetings. 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 committee representatives.

<table>
<thead>
<tr>
<th>Committee and Date</th>
<th>Purpose</th>
<th>MEA Appointee</th>
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| **March 29**       | Elementary Science | • Adapt the current kits to bring them into alignment with the NGSS, including integrating science and engineering practices.  
• Research curriculum resources to take a look at for potential adoption. |
| Facilitator: Monica Chandler | | Kristyn Reid (CH)  
Tess Williams (CO)  
Mackenzie Tanguay (DI)  
Jill Larson (EN)  
Jennifer Brunni (FA)  
Kathryn Shaw (HO)  
Jane Fadely (LS)  
Sue Idso (ME)  
Elizabeth Tai (OE) |
| **Reading Intervention Materials** | | ACES-Sabrina Richmond  
CH-Diana Wagner  
CO-Bob Chrishow  
DI-Lindsay Steele  
EN-Logan Jancula  
EX-Vickie Morrow  
FA-Jeni Hamilton  
HO-Megan Fitzpatrick  
HP-DeAnne Findlay  
KA-Diane Ham  
KA-Emily Davis  
LS-Kali Dunton  
MA-Mike Schemmel  
MA-Tracey Berger  
ME-Laurie Cornell  
OE-Amy Usner  
OP-Sarah Flores  
OV-Julie Glafeke  
P-Patricia Houghtaling  
PKC-Jackie Marino  
SL-Krista Neighbors  
VO-Carl Grove |
| **April 5** | ELEMENTARY | Provide guidance and recommendations regarding strategic planning and oversight to technology functions of the district by ensuring:  
• Effective and transparent decision-making.  
• Policies, budget and standards serve staff and students.  
• Initiatives are communicated with staff  
• Collaboration to set the direction for future district technology planning. |
| Facilitator: Brooke Trisler | | Lyn Jackson (MA)  
Nate Binz (KA)  
Carrie Weatherbie (OV)  
Trevor Lewis (VO)  
Mary Baker-Sanches (OP)  
Melissa Rooney (PP)  
Trina Whitaker (LS)  
Fred Collins (DI)  
Michell Niebuhr (CH/CO/FA)  
Sandy Bayha (OE) |
| **April 24** | SECONDARY | • Provide advice and counsel in implementing Qmlativ, and report back to Technology Advisory Committee (TAC). |
| Facilitator: Brooke Trisler | | MA - Tony Kartchner  
KA- Nate Binz  
OV - Carrie Weatherbie  
VO - Trevor Lewis  
OP - Alex Poulos  
DI - Sedonia Cochran  
EX - Krista Reardon  
HP - Denise Bathurst |
Safety: Facility and Security System Improvements

Thank you to the MEA Building Representatives that collected information for me in regards to each building’s safety questions/concerns/needs/ideas. All feedback has been forwarded to the district. In addition, all 2018 MEA Climate Survey comments that relate to safety have been given to the district and your building reps. At Monday’s school board meeting, Karen Mooseker, Executive Director of District Support, gave a presentation on facility and security system improvements. But, improvements and upgrades aside, you may find that your classroom or building has remaining needs around potential hazards. If you ever need to report a safety concern at your site, know that we have procedures in place to help you get assistance:

1. If you observe a safety concern or practice that you consider unsafe, if possible you should either take immediate action to mitigate the risk or otherwise report the concern to your building principal. The concern should be in writing using the Safety Concern Form.
2. When a safety concern is reported to your principal, s/he should take appropriate steps to investigate the concern.
   a) First, utilizing local staff (if properly trained or equipped), to assess the reported safety concern.
   b) If your principal needs assistance the appropriate District official should be contacted:
      • Executive Director for Support Services, extension 1330
      • Director, Facilities, extension 1222
      • Supervisor, Maintenance/Grounds, extension 1330
      • Supervisor, Custodial Services, extension 1232
      • Director of Transportation and Safety, extension 1396
3. Your principal may be directed to submit a work order to correct/fix/amend what may be causing the concern.
4. Following a reasonable amount of time, if you have not received a response and are still concerned, you should follow-up with the principal in writing. (NOTE: please feel free to cc: Dana Wiebe on the follow-up email.)
5. After follow-up with the principal, if you feel the concern has not been adequately addressed, you should contact the Director of Transportation and Safety at 1396. You will be asked to provide the steps you took to resolve the reported hazard at the site level. Copies of what you submitted to your supervisor will be asked for by the Director.
6. Ultimately, if satisfactory action has not resulted by following the above steps, you may request an audience with the District Safety Committee, by calling 425-356-1396. Your MEA Safety Committee Representatives are Colette Dahl (HP/EN) and Lindsey Sanchez (HO).

Remember, under Article IV, Section 7 of our contract, the district is required to “provide a work environment free from unsafe, unhealthy or hazardous conditions”. In addition, Ensuring School Safety is Criterion 2 of the AWSP Leadership Framework, and your principal is evaluated on the physical safety of your school. Safety is of mutual interest to you and your principal, and it is critical you are communicating with your supervisor so s/he can help.

2017 – 2018 MEA EXECUTIVE BOARD

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

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

Members at Large:
Melissa Dahl
VO
DahlMX@mukilteo.wednet.edu

Vice President - Heather Craggs
TLC
CraggsHL@mukilteo.wednet.edu

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

Kali Dunton
LS
DuntonJK@mukilteo.wednet.edu

Secretary - Punkie Doyle
MA
DoylePL@mukilteo.wednet.edu

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

Michael Peña
MA
PenaMW@mukilteo.wednet.edu

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

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

Kari Woodard
FA
WoodardKA@mukilteo.wednet.edu