Union Membership Perk: Free Life Insurance

To help provide for your family, the NEA Members Insurance Trust® makes valuable benefits available at no extra cost to members.

This complimentary coverage includes:
- Up to $1,000 of term life insurance
- Up to $5,000 of AD&D coverage
- Higher coverage amounts for events that occur while on the job.

Who should your coverage be protecting? Settle this important question today—take a moment to name one or more beneficiaries. If the worst happens to you, your choice will clear up doubts and cut through delays—speeding up benefit payments for loved ones who need them. Find out more and/or add beneficiaries at: http://www.neamb.com/insurance/nea-complimentary-life-insurance.htm.

Union Benefit: Insurance Pool contributions

Each year upon the closure of the open enrollment period for health benefits, the Business Office calculates the amount of the insurance pool. As a reminder, the 2018-2019 state allocation for employee benefits was set at $843.97 per FTE employee per month. State law requires that after everyone has made their basic benefits selections, any leftover money must go into an insurance pool to help defray out-of-pocket premium costs. Your union has bargained additional District contributions to this pool.

Through contract negotiations, the District agreed to contribute an extra $950,000 to our 2018-19 health benefit premium pool. As a result, the total pooled insurance benefit allocation for 2018-2019 is $1826.01 per FTE employee per month. If you are paying above $843.97 for health insurance, the pooling benefit is reflected in your October paycheck. Bargaining an increased insurance allotment for members is yet another example of the positive investment of your dues.

Reminder: as part of our CBA, we've agreed to pay 2% of whatever plan we choose at open enrollment. You will notice this amount on your paycheck. For example, on my paystub it says "PREMERA MINIMUM" and my contribution towards this is $16.10 (I cover myself and my daughters). This minimum is 2% of the cost of the plan I chose (Premera EasyChoice B).
5D+ Evaluation: Formal and Informal Observations

October 31 was the deadline for Comprehensive and Focused goal-setting conferences. You and your evaluator should have reviewed your self-assessment, determined your evaluation goals and student growth goals, and discussed an overall preliminary rating assessment.

What happens next? November through January is the time when a first formal observation will occur. Your evaluator is required to follow the protocols below in order to be compliant with our Collective Bargaining Agreement.

- **Pre-observation conferences:**
  - These are optional, however 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.

- **Observations:**
  - A **formal observation** is prescheduled and documented on an observation form. Our CBA asserts that all observations shall not interfere unreasonably with the normal teaching-learning process, and that scheduling of formal observations shall be done in consultation with the teacher.
    - **Provisional teachers** need to have their first formal observation within 90 calendar days, so most evaluators aim to have this first observation completed by the end of November.
    - **All other teachers** must have their first formal observation by January 20.
  - Over the school year, evaluators must conduct a minimum of 2 formal evaluations of not less than a total of 60 minutes of length. All formal observations must be completed by May 1.
  - An **informal observation** is a documented observation, but is not required to be pre-scheduled. Informal observations have no minimum time requirements, and evaluators can conduct any number of informal observations.

- **Documentation:**
  - **Formal observations:** All formal observations shall be documented in writing using an observation report form (hover over “Association Information” on the [MEA website](http://www.mea.org) to access the Evaluation link and 5D Observation Form). A copy of the form and any working notes shall be provided to the employee within ten (10) working days of the observation, and **must be provided at least one (1) working day** prior to the post observation conference to allow the employee to review and prepare for this conference.
  - **Informal observations:** If an informal observation will be used as evidence in your evaluation, it must be documented on an observation form, and your evaluator is required to provide you with a copy of the observation form and working notes **within 10 working days** of the informal observation.

- **Post-observation conferences:**
  - **Formal observations:** post-observation conferences must be held within 10 working days of a formal observation. At the teacher’s request, such conferences shall be held in the teacher’s classroom.
    - MEA recommends that members schedule their post-observation conferences in their classroom. If your evaluator asks questions about your lesson, learning targets, success criteria, formative assessments, classroom norms, etc. you will have the evidence all around you so that you can point it out. In addition, if s/he is running late, you won’t have to wait in the office – you can get work done in your classroom until s/he arrives.
  - **Informal observations:** Post-observation conferences are not required, unless requested by the employee.

Nominations for MEA Executive Board Officers

Nominations for the MEA Executive Board will be open to all certificated members in November. Positions on the Executive Board open for nominations are:

- **President:**
  - Be familiar with all areas of Association work (contracts, bargaining, parliamentary procedure, structure of PUC/WEA/NEA) as well as MEA bylaws, files, records, and budget.
  - Supervise and evaluate the MEA Administrative Assistant.
  - Organize, conduct, and plan meetings in preparation for MEA Bargaining, Representative Council meetings, Executive Board meetings, LMC, SpEd LMC, and other committees.
  - Attend PUC Meetings, PUB Meetings, school board meetings, and other leadership meetings.
  - Be spokesperson for the local unit to the members, to the school board, to the community, and to the press.

- **6 Member-at-Large Openings:**
  - High School, Middle School, Elementary School, and 3 additional Member-at-Large Positions
  - Attend Executive Board meetings and Representative Council Meetings
  - Reflect the concerns of all members and represent their interests when taking part in MEA decision making.

Nomination forms will be emailed to all members on November 26th. Interested members may be nominated by other members, or may self-nominate. Elections will be held in January. Contact an Elections Committee Member (Heather Craggs: craggshl@mukilteo.wednet.edu or Gail Anderson: AndersonGE@mukilteo.wednet.edu), or Diane Radabaugh: dradabaugh@washingtonnea.org at the MEA Office if you have questions or need more information.
WEA and NEA Representative Assembly Nominations

→The WEA Representative Assembly meets once every year and is the highest decision making body of the Washington Education Association. All members are eligible to be a delegate. The 2019 WEA RA will be held in Spokane April 25-27. Mukilteo is allowed 17 delegates, four of which should be ethnic minorities.

→The 2019 NEA Convention is July 3 through July 7 in Houston, Texas. MEA has allocated two delegates to represent us at NEA-RA.

Every member is encouraged to participate in all MEA elections. Nomination forms will be emailed to all members on November 26th. Interested members may be nominated by other members, or may self-nominate.

CBA Language: Time and Workload

At Labor Management Committee, your bargaining team speaks passionately about all the time and workload demands being placed on our teachers. As a result, we bargained the following language in our CBA:

- Employees at each school/work site shall meet annually with their principal/administrator to review current practices around the use of time.
- Through collaborative decision making, compensated Team leaders will examine ways to reduce time demands on staff including assuming responsibility for building initiatives and/or committee work.
- MEA also has a Building Time Memorandum of Agreement with restrictions on building meetings on our website: [http://www.mukilteoea.org/](http://www.mukilteoea.org/) (hover over “Association Information” for all MoUs/MoAs).

Our MSD/MEA representatives on LMC are studying time impacts and discussing them throughout the year. Your MEA LMC representatives are taking this extremely seriously in preparation for our upcoming bargain. Monitoring any work day changes (for example, starting a staff meeting earlier than the work day begins, extending secondary periods for advisory/community meetings) through the contract waiver process is one way we are ensuring CBA compliance.

Other Protections around Workload:

- **Professional Involvement:**
  Within areas of professional expertise where decisions are made which significantly alter the instructional environment, employees may desire to contribute to the educational program of the District by participating actively and constructively in various District-level and building level committees. A process shall be established to provide for participation either directly or through representation. Participation on such committees shall be voluntary.

- **Work Day:**
  Employees will work with students in student activities, will attend meetings called by their supervisors, and will attend other school meetings, PTA meetings, parent conferences, open houses and related school activities which extend beyond the employee work day as professional responsibilities dictate.

- **Assessments and Implementation (Pacing) Guides:**
  Teachers may exercise professional judgment (i.e., expertise, insight and creativity) in determining assessments, as well as when and how to adapt or modify lessons and materials to meet the diverse learning needs of students.

- **Elementary Assessments:**
  The following are minimum elementary assessments:
  1. Every student grades K-5 shall be assessed in reading and math prior to parent conferences. The assessment utilized will be the STAR screener. For kindergarten and some 1st graders, the assessment utilized will be the Early Literacy version.
  2. Students who score substantially above grade level will not be required to be reassessed. All others will be reassessed prior to June 1st.
  3. Teachers may augment the minimum requirements using their best professional judgment.

What this means: the DRA, DRA Progress Monitoring, BAS, and similar assessments are employee choice and cannot be mandated.

Need support?

Throughout the year, many MEA members feel stressed and overwhelmed, and need someone to turn to for guidance, resources, or simply to be a sounding board. I wanted to let all of you know that I am here if any of you need me. Please feel free to contact me at dwiebe@washingtonea.org if you need anything. Day or night, if you need something, please reach out to me. Also, I wanted to make sure you were all aware of the Employee Assistance Program benefit in case you wanted to confidentially access the services at this time, or any other time. This benefit offers 8 free counseling office visits, but also has an after-hours crisis line.
MEA Membership Matters Committee

MEA Membership Matters committee met to plan fun events and activities for 2018-2019. We also assembled 104 fall treat bags to welcome our 2018 MEA members! MEA Representatives will be hand delivering these in November as they check in with our newest members. Please join us at our upcoming events this fall!

Cookie Exchange
Monday, Nov 12th
2:00-4:00 pm
Come join the fun and enjoy some hors d’oeuvres, beverages, and great company!

Where: Heather Craggs’ House
4710 Mermont Dr. Everett 98203

Please bring 4 packaged sets of 6 of your favorite cookies to exchange with other cookie makers. You may include the recipe if you choose.

RSVP:
https://goo.gl/forms/0da7k9rOrkyZFMPf1

2nd Annual Pilchuck Union Brewfest
Saturday, November 17th
2:00-5:00 pm
Where: Everett Elks Club in Everett
Did you know we have amazing homebrewers in our membership? You are invited to the 2nd Annual Pilchuck Union Brewfest! We will be tasting home brewed beer and cider from our own members.
This is an adults-only event, limited to the first 150 members.

RSVP:
https://goo.gl/forms/wDGa2Xgh7EuM6o63

Pizza and Pint Event
Friday, December 7th
2:30-5:00
Where: Brooklyn Brothers Pizza
8326 Mukilteo Speedway, Mukilteo
Come and enjoy some delicious pizza and great company! We will treat for a slice and a drink!

RSVP Using your SCHOOL Email at this GOOGLE Form:
https://goo.gl/forms/8fvY0Dk1X0Ui1Z933

Wea-Pac Membership

MEA has goal of surpassing 75% WEA-PAC membership this year. Voluntary WEA-PAC contributions help elect pro-education candidates and support pro-education issues.

Why do you need to be interested in politics?
→ Your Salary: The Washington Legislature controls funding for our salaries.
→ Your Class Size: The Legislature controls school funding - which affects class size and SpEd caseloads.
→ Your Benefits: Benefits and out-of-pocket costs are determined by the Legislature. There is a likelihood that the state will be taking over educator healthcare benefits in 2020 – we want the right people looking out for our teachers, our ESAs, and their families!
→ Your Retirement: The Legislature determines retirement benefits and pensions.

Your WEA-PAC contributions can impact positive change for our students and help in the battle to ensure adequate funding for our schools. Contact a Building Representative or the MEA office for more information (during duty-free time.)

2018 – 2019 MEA Executive Board

President - Dana M. Wiebe
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425-423-8299

Vice President - Tory Kartchner
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KartchnerTE@mukilteo.wednet.edu

Secretary - Heather Craggs
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High School Rep – Gail Anderson
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MECU Rep – Phil Falk
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2018 - 2019 MEA Executive Board

Pilchuck and WEA-PAC

Skykomish EA 100.00%
Monroe EA 86.65%
Everett EA 80.79%
Mukilteo EA 71.20%
Marysville EA 68.93%
Granite Falls EA 67.83%
Sultan EA 66.40%
Snohomish EA 59.13%
Lake Stevens EA 55.43%