**Important Dates**

**February 8th**
LIT Day:
K-5: Principal-Directed
6-12: Employee-Directed

**February 15th**
LIT Day:
K-12: Employee-Directed

**February 16th – 24th**
Mid-Winter Break

**March 1st**
LIT Day:
K-5: District-Directed
6-8: Principal-Directed
9-12: District-Directed

**March 5th**
Pilchuck Diversity Day:
Educators of Color - Libations and Conversations

**March 8th**
LIT Day:
K-5: Principal-Directed
6-8: Employee-Directed
9-12: Principal-Directed

**March 8th**
Transfer Posting Opens

**March 13th**
Transfer Posting Closes

**March 13th**
MEA Representative Council

**March 16th**
Teaching Equity Conference
Mariner High School

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**MEA Executive Board Election Results**

Thank you to the 633 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 2019-2021 Executive Board.

**President:** Dana Wiebe

**HS Member-at-Large:** Michael Peña (MA – Biology)

**MS Member-at-Large:** Chris Williams (HP – 8th Grade Science)

**Elementary Member-at-Large:** Fiona Rimstad (PP – Kindergarten)

**Member-at-Large:** Kali Dunton (LS – Grade 1)

**Member-at-Large:** Sobia Sheikh (MA – Mathematics)

**Member-at-Large:** Kari Woodard (FA – 1-5 Technology Teacher)

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**Union Membership Perk: Discounts at NEA Vacations**

Planning a spring break getaway or a vacation over summer break? Make sure you check the rates at [NEA Vacations](#)! This perk is included with your MEA membership. NEA Vacations is an online travel booking platform that brings you exclusive savings on all your travel needs. They offer cruises, hotels, airfare, resorts and guided tours at discounted rates to our union members. And, you earn NEA Travel Dollars that you can apply to travel costs—in fact, you’ll receive $500 NEA Travel Dollars on your first visit to NEA Vacations when you click the “Book Your Next Vacation” button. In most instances, NEA Vacations will match any price you find on competitive travel booking sites (Orbitz, Expedia, Costco, Booking.com, etc.)—but good luck finding a competitor that can beat them! I highly recommend you compare your rates with the prices offered here before you book. Here are some examples of the savings my own family has enjoyed:

<table>
<thead>
<tr>
<th>Trip</th>
<th>Price that came closest to NEA</th>
<th>NEA Vacations Cost</th>
<th>SAVINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>08/2018: 4-night cruise to Cuba in a Balcony room for 2 adults</td>
<td>Direct booking at Norwegian cruise website $2,386.17</td>
<td>$1,779.62</td>
<td>$606.55</td>
</tr>
<tr>
<td>1 week at a Mazatlan resort at the end of December 2018</td>
<td>Direct booking at Pueblo Bonito $1,886.40</td>
<td>$576.82</td>
<td>$1309.58</td>
</tr>
<tr>
<td>August 2019: 3 nights at a hotel across the street from Disneyland</td>
<td>Orbitz $343.59</td>
<td>$318.28</td>
<td>$25.31</td>
</tr>
</tbody>
</table>

Don’t take my word for it… explore some of the rates for an upcoming trip you’re thinking of taking—and save money today!

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Like MEA on Facebook!

8221 44th Avenue W., Suite A
Mukilteo, WA 98275
(425) 423-8299
[www.mukilteoea.org](http://www.mukilteoea.org)
MEA Election Results for WEA Representative Assembly

The 2019 WEA Representative Assembly will be April 25-27 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)
- Anna Blankinship (VO)
- Melissa Caldwell (OP)
- Leslie Dodson (PP/SL)
- Kali Dunton (LS)
- Phil Falk (PP)
- Nardos Habtemicael (CH)
- Alexandria Johns (KA)
- Tony Kartchner (MA)
- Kaley Mitchell (VO)
- Michael Peña (MA)
- Fiona Rimstad (PP)
- Sobia Sheikh (MA)
- Cable Smith (OE)
- Michael Peña (MA)
- Fiona Rimstad (PP)
- Sobia Sheikh (MA)
- Cable Smith (OE)
- Dana Wiebe (MEA)

NEA Representative Assembly

The 2019 NEA Convention is July 3 through July 7 in Houston, Texas. MEA has elected two delegates to represent us at NEA-RA. Congratulations to EunJee Kang (VO) and Sobia Sheikh (MA). Our locally elected delegates will join state delegates Molly Addicott (PP), Phil Falk (PP), Michael Peña (MA), Fiona Rimstad (PP), and Cable Smith (OE). Over the course of eight business sessions spanning four days, RA delegates debate the vital issues that impact American public education and set Association policy and activities for the year ahead.

NEA's Read Across America Online Resource Calendar is here!

Bring the celebration of reading and literacy into your classroom, library, and school all year long through NEA’s Read Across America program. Use the newly launched Read Across America digital calendar to plan ahead for special celebrations and observances throughout the school year. Each month, you can learn about suggested books for readers of all levels, and explore activities and resources to help you create fun, exciting learning experiences around them. Many of the books in this year’s calendar are available to educators at a reduced cost from First Book. Visit the First Book Marketplace to find books that will help your students see themselves and their experiences in the books they read. In addition, the 2018-19 Read Across America Resource Calendar is a benefit of NEA membership. NEA members may order up to 5 free print calendars each online while supplies last by visiting the Read Across America Online Store. Postage and shipping not included.

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.

*Highlighted areas on this particular criterion demonstrate the “preponderance of evidence” merits a criterion score of “3” (“Proficient) as that is predominantly where the teacher performs.*
Know your CBA: Assignment, Vacancies and Transfer

The 2016-2019 Collective Bargaining Agreement outlines member rights in terms of Assignment, Vacancies and Transfer Section (Article IV, Sections 11 – 12, pp. 18-23.) 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 according to the following schedule:

(a) **March 8** (closing on March 13)
(b) **March 22** (closing on March 27)
(c) **April 5** (closing on April 17)
(d) **April 26** (closing on May 1)
(e) **May 10** (closing on May 15)
(f) **May 24** (closing on May 30)
(g) **June 7** (closing on June 12)
(h) Subsequent vacancies: the district may post as needed on any day from June 10 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 possess 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.
- 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).
- Special Education has two “buildings”: elementary and secondary
  - No special education teacher shall be reassigned to a different “building” without their consent
- 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.
Cheer on your favorite team(s) and enjoy a game with co-
Like sports? Then these upcoming MEA Membership Matters events are for you! Bring
education, expenses for supplies are qualified expenses only if they are related to athletics.

Tax Information – Good News
The tax reform does keep the $250 above-the-line deduction for classroom supplies. The $250 deduction is particularly advantageous because it is an above-the-line deduction on Schedule A, which means you don’t have to itemize to take it and it reduces your overall adjusted gross income. This becomes even more important under the tax reform because it virtually doubles the standard deduction, setting the threshold even higher for choosing to itemize. If you were an eligible educator in 2018, 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.

MEA Membership Matters Committee
Like sports? Then these upcoming MEA Membership Matters events are for you! Bring co-workers, families, and friends. Cheer on your favorite team(s) and enjoy a game with co-workers from across the district.

<table>
<thead>
<tr>
<th>Everett Silvertip Solidarity Night (vs. Seattle)</th>
<th>Seattle Sounders (vs. Toronto)</th>
<th>MEA at the Mariners (vs. Minnesota)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday February 22 at 7:35 pm</td>
<td>Saturday April 13 at 1:00 pm</td>
<td>Friday May 17 at 7:10 pm</td>
</tr>
<tr>
<td>The Snohomish County Labor Council and the Everett Silvertips are proud to offer discounted hockey tickets to ALL Union Members — union tickets start at $3!</td>
<td>We are excited to sponsor a section of tickets at this exciting match! We have discounted tickets for $22 in the 300 level.</td>
<td>Arrive early to take advantage of extended happy hour. The first 10,000 fans receive Mariners Trucker Hats!</td>
</tr>
<tr>
<td>Arrive early to take advantage of pregame Hockey Happy Hour food &amp; beverage specials.</td>
<td>Sign in with your district email and password, then go to this link for information. You'll be able to place your order, and can read more about where to send your check.</td>
<td>Here's how to get discounted seats:</td>
</tr>
<tr>
<td>ORDER TICKETS FROM THIS LINK: <a href="http://everettsilvertips.com/SCLC">http://everettsilvertips.com/SCLC</a></td>
<td></td>
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2019 WEA-Retired Scholarships
WEA-Retired is offering up to ten $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 10, 2019.

2018 – 2019 MEA EXECUTIVE BOARD

<table>
<thead>
<tr>
<th>President - Dana M. Wiebe</th>
<th>Elementary Rep - Fiona Rimstad</th>
<th>Members at Large:</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:MukilteoEA@WashingtonEA.org">MukilteoEA@WashingtonEA.org</a></td>
<td><a href="mailto:RimstadFA@mukilteo.wednet.edu">RimstadFA@mukilteo.wednet.edu</a></td>
<td><a href="mailto:DahlMX@mukilteo.wednet.edu">DahlMX@mukilteo.wednet.edu</a></td>
</tr>
<tr>
<td><a href="mailto:WiebeDM@mukilteo.wednet.edu">WiebeDM@mukilteo.wednet.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>425-423-8299</td>
<td></td>
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<tr>
<td>Vice President - Tory Kartchner</td>
<td>Middle School Rep – Chris Williams</td>
<td>Kali Dunton</td>
</tr>
<tr>
<td>MA</td>
<td>HP</td>
<td>LS</td>
</tr>
<tr>
<td><a href="mailto:KartchnerTE@mukilteo.wednet.edu">KartchnerTE@mukilteo.wednet.edu</a></td>
<td><a href="mailto:WilliamsCM@mukilteo.wednet.edu">WilliamsCM@mukilteo.wednet.edu</a></td>
<td><a href="mailto:DuntonJK@mukilteo.wednet.edu">DuntonJK@mukilteo.wednet.edu</a></td>
</tr>
<tr>
<td>Secretary - Heather Craggs</td>
<td>High School Rep – Gail Anderson</td>
<td>Michael Peña</td>
</tr>
<tr>
<td>TLC</td>
<td>KA</td>
<td>MA</td>
</tr>
<tr>
<td><a href="mailto:CraggsHL@mukilteo.wednet.edu">CraggsHL@mukilteo.wednet.edu</a></td>
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<td>MECU Rep – Phil Falk</td>
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<td>FA</td>
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