Important Dates

**March 13**
- Climate Survey Opens

**March 15**
- **LIT Day:**
  - K-5: Employee-Directed
  - 6-8: Principal-Directed
  - 9-12: Employee-Directed

**March 22**
- **LIT Day:**
  - K-8: Report Card Prep
  - 9-12: Principal-Directed

**March 27**
- Climate Survey Closes
- Transfer Posting Closes

**March 29**
- **LIT Day:**
  - K-12: Employee-Directed

**April 1**
- Sabbatical Leave Application Deadline
- Job-sharing Application Deadline

**April 5**
- **LIT Day:**
  - K-12: Employee-Directed

**April 6 – 14**
- Spring Break

**April 17**
- Transfer Posting Closes

MEA Climate and Working Conditions Survey

The annual Mukilteo EA Climate and Working Conditions Survey link has been sent to all Building Representatives. The purpose of this survey is to gather information regarding various climate issues in the Mukilteo School District. It asks you to think about your workplace and to assess your feelings about your school and the district. MEA would like every member to participate in this survey to get an accurate picture of Mukilteo working conditions. Contact your Building Rep if you have not received the survey link. Survey results will be tallied by WEA. **Your opinion is important; please take time to complete the survey by MARCH 27, 2019.**

Our Health Care is (Probably) Changing

*Message from Kim Mead, WEA President*

There are big changes coming to our health care. If the Legislature approves the funding as expected, beginning in January 2020, K-12 school employees will be covered by a new state-run health care system called the School Employees Benefits Board (SEBB).

The Washington State Health Care Authority, which oversees the SEBB, soon will be sending educators information about the new system. In the meantime, we’ve compiled preliminary information based on questions from WEA members. As the Health Care Authority continues its work, we’ll have more information to share.

SEBB Changes Outlined in Introductory Letter

On March 6, an introductory letter was mailed to school employees explaining more about this change in benefits. You can read more information about SEBB at the [Washington State Health Care Authority website](http://www.washhealth.ca.gov) or at these additional links:

- SEBB general fact sheet
- SEBB eligibility fact sheet
- SEBB benefits fact sheet
- SEBB: A good deal for you fact sheet
- SEBB benefits comparison

Like MEA on Facebook!

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(425) 423-8299
[www.mukilteoea.org](http://www.mukilteoea.org)
Mukilteo EA Prepares to Bargain

Last year your bargaining team worked diligently to negotiate salary improvements ordered by the court, stated by the law, and funded by the legislature—all while working within the constraints of a “closed” contract.

Now that our contract is fully open, our efforts pivot to improving our local collective bargaining agreement in its entirety. MEA is determined to make sure our district invests in teachers and support professionals, and negotiates language that improves our teaching and learning environments.

Since the beginning of this school year, MEA’s Executive Board and Representative Council have been paving the way for a successful bargain. A Timeline has been created and Roles and Responsibilities have been defined. Your Bargaining Team and MEA Executive Board members have been in buildings talking with members one-on-one to find out what your bargaining priorities are. The team is also beginning to meet with groups that have submitted Bargaining Issues Forms. And, we have scheduled ten bargaining sessions with the district between now and June 13.

If you would like to help MEA achieve a settlement we can be proud to ratify, consider joining our Bargaining Support Team. Contact a building representative to hear more about this opportunity.

Bargaining is the foundation of our union. Your involvement in the bargaining process is what makes our union formidable, and has helped MEA maintain one of the best contracts in the state. We look forward to standing up, standing strong, and standing united in our MEA family of 1,080 members!

How the Representative Assembly drives WEA

WEA is a member-driven, democratically governed organization and the annual Representative Assembly (RA) is its chief policy-making body. Once a year, local associations select more than 1,000 WEA members to gather for RA. The annual meeting, which has a look and feel similar to a major political convention, provides a forum where WEA members can collaborate, debate and vote. Even if you are not an elected delegate, you can submit New Business Items, New Resolutions or Amendments to Continuing Resolutions, Standing Rules, Bylaws, and WEA Constitution, which, when passed, set the organizational priorities for WEA for the coming year. Some helpful definitions:

- **New Business Item (NBI):** An NBI directs the union to do something for a year, and isn’t a permanent statement of belief.
- **Resolution:** Resolutions are our union’s formal expressions of opinion, intent, belief, or position.
- **WEA Constitution and Bylaws:** WEA’s core governing principles are spelled out in our constitution and bylaws.

Feel free to contact any of your elected delegates if you’d like something submitted:

Molly Addicott (PP)  Phil Falk (PP)  Michael Peña (MA)
Anna Blankinship (VO)  Nardos Habtemicael (CH)  Fiona Rimstad (PP)
Melissa Caldwell (OP)  Alexandria Johns (KA)  Sobia Sheikh (MA)
Leslie Dodson (PP/SL)  Tory Kartchner (MA)  Cable Smith (OE)
Kali Dunton (LS)  Kaley Mitchell (VO)  Dana Wiebe (MEA)

Important Election Year

This year, RA delegates are also electing the WEA President, Vice President, and NEA State Board Directors. If you’d like to learn more about the candidates running, attend Pilchuck Diversity Network’s Debate Watch Party.

PILCHUCK DIVERSITY NETWORK INVITES YOU TO A

**WEA DEBATE WATCH PARTY**

Food, drinks and good company! Join us for a debate watch party between WEA candidates for the upcoming 2019 President and Vice President elections and hear statements by the NEA director candidates. This is a great opportunity to hear them discuss important educational topics that affect WEA members!

**SATURDAY, MARCH 30TH at 3:30PM–6PM**
PILCHUCK UNISERV OFFICE
2710 Grand Ave
Everett, WA 98201
Please RSVP via email: slamb@washingtonnea.org
Union Membership Perk: Attorney Referral Program

If you need a lawyer, WEA/NEA provides union members with the services of an attorney at a discounted hourly rate. The Attorney Referral Program (ARP) is a service provided to MEA members (as well as their spouses and dependent children) who need the services of an attorney on personal legal matters, i.e., not employment-related. Participating ARP attorneys provide each member with two free 30-minute consultation sessions during each year of the program (Sept. 1 through Aug. 31). These two free consultations are taken separately and deal with two different questions. This benefit allows you to discuss your problem with an attorney to determine whether you need additional legal services. You may discuss almost any subject during one of your 30-minute conferences, although certain matters are excluded: member's business dealings; preparation of income tax returns; bankruptcies, or defense of criminal violations (other than traffic). Do not expect the attorney to draft or review documents during a consultation. Discuss any fee arrangements at your initial meeting. If your problem falls within the areas listed below, attorney's fees are discounted 30%:

1. real estate matters;
2. wills and estates;
3. domestic relations;
4. consumer protection; or
5. traffic violations.

Court costs, attorney out-of-pocket expenses, filing and service fees are not covered. At your initial visit to the attorney, you must present evidence of membership. Payment for all legal fees is the responsibility of the member. If you need assistance for employment related issues, contact the Pilchuck UniServ Council Office at (425) 258-3697.

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>
</tr>
</thead>
<tbody>
<tr>
<td><strong>March 27 PE Committee</strong></td>
<td>Finalizing the scope and sequence for each grade; Mapping the OPEN units to the scope and sequence; Identifying a common assessment; Determining equipment needs for each school and for adaptive PE.</td>
<td>Lauren Squaglia (CH) Hazel Beiermann (CO) Morgan Lee (CO) Mark Betz (DI) Brian Norman (EN) Jenny Mukai (FA) Lindsay Free (HO) Jim O’Brien (LS)</td>
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<tr>
<td><strong>March 18 Reading Systems of Support (K – 2)</strong></td>
<td>Purpose: To allow students to actively engage in core grade level ELA classes to improve their academic achievement.</td>
<td>CH - Yvonne Brown CO - Amy Albano DI - Jodi Hillbrant-Johnson LS - Melissa Reed ME - Tere Baker</td>
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<tr>
<td>Facilitators: Amy Nelson and Tracey Prpich</td>
<td>Outcome: Create resources and tools to support students needing additional assistance in their core classes based on units in the core curriculum (CCC).</td>
<td>OE - Megan Barrera OE - Misty Brewder OP - Lee Ann Paul PKC - Jackie Marino</td>
</tr>
<tr>
<td><strong>March 20 Qmlativ Implementation</strong></td>
<td>Provide advice and counsel in implementing Qmlativ, and report back to Technology Advisory Committee (TAC).</td>
<td>KA - Nate Binz MA - Tory Kartchner HP - Denise Bathurst OV - Chris Hazelbrook VO - Trevor Lewis</td>
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<td>Facilitator: Brooke Trisler</td>
<td></td>
<td>FA - Nancy Zaneski LS - Lisa Grunow Barrett ME - Dodie Greaves OP - Alex Walker</td>
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<td><strong>March 20 Safety Committee</strong></td>
<td>Complete safety and accident reviews; Inspect district buildings for worker safety inspections: Challenger, Mukilteo Elementary, and Odyssey</td>
<td>Colette Dahl (HP/EN)</td>
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<td>Facilitator: Cindy Steigerwald</td>
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<td><strong>March 21 Budget Committee</strong></td>
<td>Review current budget and K-12 Funding</td>
<td>Heather DeBoli (CH)</td>
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<tr>
<td>Facilitator: Patty Dowd</td>
<td>Discuss current legislative budget</td>
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<td></td>
<td>Review district revenue/expenditure projections</td>
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<td></td>
<td>Identify and recommend potential budget changes</td>
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MEA Membership Matters Events

MEA is excited to announce our next members-only social: “Suds and Spuds” at Shawn O’ Donnell’s (122 128th St SE, Everett). Everyone is invited to drop by after your work day to enjoy a free beverage and some tasty “spuds” provided by MEA. Come and meet colleagues from around the district and mingle with friends. This will be a fun way to wrap up your LIT day! Please RSVP; we want to make sure we reserve a big enough space.

Also… don’t forget to buy your Mariners tickets for Friday May 17 at 7:10 p.m.!

**Suds and Spuds**

**Friday, March 15th**

2:30-6:00 pm

Shawn O’ Donnell’s

122 128th St SE, Everett, WA

Celebrate St. Patrick’s Day at Shawn O’ Donnell’s Irish Pub! MEA will buy your first pint and provide fries.

**RSVP at:**

https://goo.gl/forms/ADuamSJc0ZvFf4dR2

**MEA at the Mariners**

(vs. Minnesota)

Friday May 17 at 7:10 pm

Arrive early to take advantage of extended happy hour. The first 10,000 fans receive Mariners Trucker Hats!

Here’s how to get discounted seats:

1. Purchase up to 9 tickets at this link

   Click on “Buy Now” for May 17

2. Choose Section 318

3. Pricing: cost is $17.02 per seat w/ taxes/fees

Pre-Retirement Seminars – Take Charge of your Future!

WEA Retired has two upcoming pre-retirement seminars scheduled. The seminars take place at the Pilchuck UniServ Council office (2710 Grand Avenue, Everett). You can print the registration form directly from the MEA website. Come and see if you’re on the right track!

- Friday, April 26th (5:00-8:30pm) - Saturday April 27th (8:30-4:00pm)
- Friday, May 17th (5:00-8:30pm) - Saturday May 18th (8:30-4:00pm)

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**2018 – 2019 MEA EXECUTIVE BOARD**

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

**Elementary Rep** - Fiona Rimstad  
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**Vice President** - Tory Kartchner  
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**Middle School Rep** – Chris Williams  
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**Kali Dunton**  
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**Secretary** - Heather Craggs  
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**High School Rep** – Gail Anderson  
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**Michael Peña**  
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**Administrative Assistant**  
Diane A. Radabaugh  
MukilteoEA@WashingtonEA.org  
425-423-8299

**MECU Rep** – Phil Falk  
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**Members at Large**:  
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WoodardKA@mukilteo.wednet.edu