Important Dates

April 6th – 10th
Spring Break

April 22nd
MEA Climate Survey Deadline

April 24th
Transfer Posting Opens

April 29th
Transfer Posting Closes

May 1st
LIT DAY
K-12: Principal-Directed

May 1st
MEA Scholarship Applications Due

May 8th
LIT DAY
K-12: Employee-Directed

May 8th
Transfer Posting Opens

May 13th
MEA Representative Council

May 13th
Transfer Posting Closes

May 15th
LIT DAY
K-12: Principal-Directed

May 15th
Resignation Submittal Date
Resignations submitted by May 15th will be accepted by the district. After May 15th, resignations may be accepted if a satisfactory replacement can be found or if the Board approves.

Mukilteo Education Association Scholarships

MEA is offering four $1000 scholarships to qualified students that attend ACES, Mariner, or Kamiak High Schools. All scholarships require the completion of any applicable 2020 MEA Scholarship Application form(s). New this year: applicants may apply directly online! However, if you know of an interested student that does not have access to a computer or a smartphone, please contact Diane Radabaugh and MEA will mail hard copy application(s) to that student.

Each scholarship requires two teacher recommendations. The teacher recommendations may be emailed by the applicant or the teacher making the recommendation to MukilteoEA@WashingtonEA.org. Recommendations may also be submitted directly to the MEA Office, c/o Scholarship Committee, 8221 44th Ave W, Suite A, Mukilteo, WA 98275-2847. The deadline for completion of the Scholarship Form(s) and receipt of the Teacher Recommendations is Friday, May 1, 2020. For further information or assistance, contact Diane Radabaugh.

- 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.

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 allow building reps and principals to collaborate on opportunities and challenges related to the culture and climate of their buildings. 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 APRIL 22, 2020.
Navigating our New Normal

It is difficult not to be anxious right now given all the uncertainty and upheaval the coronavirus has brought to our everyday lives. These are really strange and disruptive times filled with unknowns and difficult changes. It is hard to balance ever-changing expectations at home and work. We are physically isolated while trying to engage in a new technological world. Your feelings are normal and valid. It is okay to feel whatever you are feeling. Everyone has their own methods of dealing with the stresses this has caused. It is hard.

First and foremost, I hope you and your family are doing well under the circumstances. If there is anything the MEA can do for you, please let us know. And, as a reminder, our Employee Assistance Plan provider is providing all counseling services online through Zoom. You may reach Far West Family Services at 206-682-8149 or www.farwestfamilyservices.com.

The Work of MEA and MSD

MEA and MSD communicate daily. We acknowledge this is a public health emergency, and we problem-solve with this consideration as our guiding principle. Our work is steeped in the premise that our first order of business is the health and well-being of our staff, their families, our students, and their families.

While you may see Alison Brynelson and Dana Wiebe signing many joint emails, I must acknowledge the hours of work being done on behalf of members by our LMC team: Tory Karchner, Chris Williams, Kali Dunton, and Heather Craggs. Thank you for your many hours of work pouring over OSPI Bulletins, our contract, and Google Docs. Thank you for being a part of so many Zoom meetings. This team has worked hard to draft agreements that consider the Recommendations on Equity Guidelines for COVID-19 Continuous Education developed by the WEA Human and Civil Rights Committee. We believe at our core that all students deserve the opportunity to learn. We believe this so deeply that we are not rushing the work. So, a final appreciation to the members that are giving us grace in waiting for direction from week-to-week, accepting that our cautious pace comes from our stance on equity. Please continue to use emails from MEA and MSD to guide your work.

Some have asked about MoAs or MoUs. While we anticipate there may be a necessity to address Articles in our CBA in some manner in the future (e.g. Article VI: Leaves and Article X: Evaluation), we are in no rush to change what we feel is the best contract in the state. However, I will update you as MoAs and/or MoUs are signed.

In addition, here are some highlights of the labor/management collaborative discussions we have had thus far:

**Article VII: Salaries/Stipends/Benefits**
We are currently under contract; nothing has been amended or modified; MEA and MSD have a mutual interest in seeing that you are paid. MEA is not interested in changing any of this article.

**Article VIII: Work year**
Governor Inslee has not announced a decision on extending this school closure. Currently, our work year calendar remains unchanged.

**Article VIII: Work day**
This is where it is imperative that you read the emails from MSD and MEA. Our agreements morph and expand from week-to-week as we get more guidance from the state. For example, you will receive an email on Friday April 3, with MSD/MEA guidance for your work occurring April 13-April 24.

**Article IV: Employee Rights (Assignment/Vacancies/Transfers)**
Staffing allocations to building principals were delayed due to COVID-19 work that had to be done. April 24 will be the first transfer posting date and thereafter we will follow agreed-upon posting and closing dates; these dates are always listed on the front page of MEA Cross Currents.
The Work of WEA

WEA leadership and staff are working tirelessly to advocate for both educators and students during this time of uncertainty. That includes being in regular communication with the Governor’s office, the state Schools Superintendent’s Office and other state agencies to receive new information from state leaders, share that information with members, and push those leaders for clearer guidance aimed at protecting students and educators. WEA updates their COVID-19 web page regularly.

Some examples of your union working for you include:

- **SEBB and COBRA coverage mailing**
  - You may have received a mailing from the Health Care Authority concerning your right to COBRA coverage. Please assure them this mailing is informational only and required by law as part of the transition to SEBB. This does not mean that anyone is losing SEBB coverage.
  - WEA was able to secure a change to ensure that those who had coverage on Feb. 29 will continue to have SEBB employer benefits through the shutdowns and disruptions.

- **Certificate expiration dates extended for one year for educators**
  - WEA was also able to work with OSPI to extend certificate expiration dates. The Professional Educators Standards Board (PESB) has announced that certificate deadlines will be extended one year for educators. The deadline extension applies to residency, professional, initial and continuing certificates for all roles, including ESAs. More details can be found at the PESB website. PESB has also created a website page dedicated to press releases, guidance, and resources concerning the novel coronavirus outbreak.

- **Professional Development Opportunities During Closure**
  - The Washington Education Association’s Special Education Support Center (SESC) and Inclusionary Practices Project (IPP) are offering courses online, in real-time, via Zoom. Registration is open. Clock hours will be provided. Courses are free. Once registered, within 24-48 hours of the course start date, participants will receive an email with the Zoom link. Please test your computer’s video and audio before the course start. Technical assistance will not be provided. WEA is providing 6 weeks of courses in this format and may extend depending on the closures. The courses do have a limited capacity, so register early.
  - Additionally, through a partnership with eLearning for Educators, there will continue to be online module courses that can be completed at participants’ own time and pace.

**Connect with Congressman Rick Larsen**

During this crisis, Congressman Rick Larsen wanted to stay in touch and hear your questions and concerns. You are invited to join a conference call with other teachers and educators/professors on Friday updating the education profession on the COVID-19 response, stimulus, and other information needed - along with some time for questions.

**Details:**

Update and Q&A on COVID-19 w/ Rep. Rick Larsen

**Date:** Friday, April 3, from 5:30 pm - 6:15 pm

**Dial-in Information:**

**Conference Line:** 253-215-8782  
**Meeting ID:** 843 390 208

*Have questions for Rick? Email Jack Wellman at jack@ricklarsen.org*
Determine Your Eligibility for Loan Forgiveness

There are a lot of things to think about right now with regard to the COVID-19 crisis. Although the government has waived federal student loan interest for now, we know you may still be concerned about paying off your loans. That’s why NEA wants to share these resources to help you determine if your loans are eligible for forgiveness.

❖ Watch this video about Getting on the Path to Student Loan Forgiveness to learn about the steps to qualify for forgiveness and get some tips for success.
❖ Easily explore your repayment and forgiveness options with the NEA Student Loan Forgiveness Navigator, a free tool available exclusively to NEA members.

NEA Representative Assembly Election Results

Congratulations to Michael Peña (MA)! Michael was elected as a NEA State Delegate for 2020-2022. This two-year position requires delegates to attend the National Education Association Representative Assembly currently scheduled in Atlanta, Georgia and next year’s RA in Denver, Colorado as a representative of WEA/Pilchuck. NEA-RA is the world’s largest democratic deliberative assembly. MEA will also use local funds to send seven locally elected delegates to NEA-RA in Atlanta: Molly Addicott (PP), Anna Blankinship (VO), Melissa Dahl (VO), Phil Falk (PP), Sobia Sheikh (MA), Cable Smith (SL), and EunJee Kang (VO). We are fortunate to have these eight delegates represent our members in setting policy and charting the direction of NEA business!

Retiring or Leaving Mukilteo?

If you know that you are retiring at the end of this year, or plan on resigning from Mukilteo School District, please let the District know as soon as possible. Informing the District early about your plans will make the staffing process easier for all. To be assured that the District will release you from your contract a letter of resignation should be turned in before May 15th. And, if you are retiring, be sure to visit the DRS site to make sure you’ve remembered to do everything necessary to ensure a smooth, successful and secure retirement.

2019 – 2020 MEA EXECUTIVE BOARD

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