**Union Benefit: Helping Your Students in Need**

Do you know students whose families can't afford to buy a warm coat, a new pair of boots or basic school supplies? The WEA Children's Fund can help! The Children's Fund reimburses WEA members who buy items for underprivileged students. Prior approval is required for reimbursement. Approved requests will be reimbursed provided receipts are submitted within 30 days of your approval and adhere to the guidelines. The goal of the WEA Children's Fund is to help meet the modest and immediate needs of students encountered by WEA members in their daily workplaces. The intent is to ensure that the physical, social and emotional needs of students do not stand in the way of success within the school setting.

MEA also encourages members to support the WEA Children’s Fund. For example, if you are shopping at Amazon.com or Fred Meyer, some of your dollars can be sent to the Children's Fund at no extra charge to you. For Amazon purchases, please use Amazon Smile and select WEA Children's Fund as your charity; the AmazonSmile Foundation will donate 0.5% of the purchase price from your eligible AmazonSmile purchases. At Fred Meyer, use Community Rewards to select WEA Children's Fund as your organization to support. Fred Meyer will make a donation to the Children's Fund based on the total purchase amount from supporters.

**Mukilteo Voters to consider Capital Bond Projects**

The election is less than a month away! On February 11, voters in the Mukilteo School District will be asked to approve a six-year Capital Bond. The Capital Bond would provide needed funding for building modifications and additions to address student growth, security upgrades at all schools, facility system improvements to HVAC/flooring/roofing/plumbing, field and court upgrades, and technology infrastructure enhancements. For detailed information on the package, view the 2020 Capital Bond Presentation, or the official fact sheet about the ballot proposal. And don’t forget to vote on or before February 11!
MEA Voting Is Online…

MEA Members will be able to vote online for the 2020-22 Executive Board open positions and the 2020 WEA & NEA Delegate Elections. The election link, https://myassociationvotes.com/mukilteo/ is accessible today, Thursday, January 16th to midnight on Friday, January 31st. Members’ login credentials consist of a username (the first four letters of your last name ---ie, O’Callahan’s would be Ocal, Le’s would be Le) and a password (the last four digits of your social security number ---if the last four digits of your social security number starts with a zero, your password starts with that zero). The voting program is user friendly and should only take a few moments. Please Note: Eligible voters are allowed one vote, once you log on and submit your vote you will not be able to change it as the system will allow you to log-on but not accept new data as you have already voted. If you have any issues, questions or comments about the program, please contact Diane Radabaugh, the MEA Administrative Assistant (Email: MukilteoEA@WashingtonEA.org or office phone number: 425-423-8299).

MEA 2020-2022 CANDIDATES’ STATEMENTS
(Names of Candidates are listed in order for each position as drawn by Lottery.)

Vice President Treasurer

**Tory Kartchner**
Mariner High School – Math Teacher

As MEA Vice President/Treasurer I fiercely advocate for our members, contract, and union. I teach in a large school with over 100 certificated staff, serve on numerous district-wide committees, and have bargained on your behalf for the last five years. In each of these roles I have collectively advocated for all our members, regardless of grade or specialty. Because of this work, and the eleven years I have served on MEA executive board, I have the experience and expertise to continue to work for the best interest of our students, members, and union during this pivotal time in public education.

Secretary

**Heather Craggs**
Teaching & Learning Center – Mentor Teacher

I see members of our union striving diligently to support the myriad needs of our students every day with unwavering commitment. Our work to provide resources that impact the lives of our members, students and community is of the utmost importance. Challenging times require powerful voices. It has been an honor to participate on the bargaining team and executive board. I look forward to serving our continued interests as your secretary. I believe in our mission, and advocate strongly for our members. I will work tirelessly to represent the interests of all stakeholders. Thank you for your consideration.

MECU Representative Member-at-Large

**Philip Falk**
Picnic Point Elementary School – Physical Education K-5 Teacher

I am seeking re-election to the MEA Executive Board in order to serve the members of our organization. I am a veteran teacher of 26 years in Mukilteo. I served as Building Representative at Endeavour and Picnic Point and as Executive Board secretary for 2 years early in my career, Member-at-Large for 2 years and MECU Representative for the past 4 years. I have attended WEA and NEA RA for the past 11 years. Please consider me for this position and I will do everything I can to represent you. Thanks.
Members-at-Large

Molly Addicott  
Picnic Point Elementary School – 2nd Grade Teacher

I’m a 4th year educator seeking election to the Executive Board. Education and politics are both passions of mine and I am enthusiastic about advocating for both teachers and students. I have attended WEA for the past three years and I have attended NEA twice. Furthermore, this is my third year as a building rep and on the Pilchuck Uniserv Council. These experiences have broadened my horizons and allowed me to better support my colleagues. I am eager to advocate for the needs of educators within our district and further the progress of our profession and education as a whole.

Melissa Dahl  
Voyager Middle School – LA/SS – 7th Grade Teacher

I’ve worked in Mukilteo for the past 26 years and have been at Voyager my whole career. In the early years I was on MEA’s Executive Board for four years, and I’ve just completed my second recent term. I love serving on Exec Board! It gives me the chance to learn what’s going on, to help my colleagues and to serve our kids. My priorities are to ensure that the contract we’ve worked so hard for is enforced and to promote equity for students and staff. I look forward to the chance to serve my colleagues again!

Veronica (Roni) Cook  
Harbour Pointe Middle School – Highly Structured Classroom Grades 6-9 Teacher

Although I am new to Mukilteo, I am not new to representing my fellow teachers. This includes:
- Building Representative for 21 years
- Representative at Large 2005-2006
- Legislative Chair 2007-2011
- Bargaining Support Building Chair 2007, 2009
- Nominations and Elections Co-Chair 2011-2012
- District Insurance Committee 2006-2012
- Para-Educator Planning Time Committee 2008
- Self Contained Alignment Committee 2009-2013
- WEA Representative to the OSPI Alternative Assessment Committee.

Now that I am in Mukilteo, I want to continue that commitment to action here. I hope you will consider me for Member at Large.

Darcia Ramos  
Explorer Middle School – Math Teacher

Growing up I saw first-hand how the union protected my working-class parents. During my 15 years of teaching I’ve witnessed how union resources empower educators, allowing us to focus on supporting our students. 6 years ago, a time of rapid change at my school, inspired my passion to become a champion for teachers, as a union representative and later the Lead Building Representative for Explorer Middle School. I have helped staff voice concerns and worked with admin to ensure that our contract is upheld. I’m a proactive problem-solver, ready to do more for MEA members as a Member At Large.
5D+ Evaluation: Evidence/Sources of Information

What constitutes evidence?
Evidence includes but is not limited to observed practice, products, data, work samples, or conversations that allow for the gathering of evidence of the performance of assigned duties and/or other information that demonstrates knowledge and skills of the teacher. Both the teacher and the evaluator shall contribute evidence to the overall assessment of professional performance based upon the classroom teacher’s assignment, and from the normal course of professional performance during the school year.

The best way for you to contribute evidence is to leverage existing opportunities (i.e. capitalize on what you are already doing.) Hold post-evaluation conferences in your classroom, where you are surrounded by the evidence of your great work. And, invite your evaluator to your classroom when you know you’ll be doing something in an area where s/he needs more evidence. Another effective strategy is to have your evaluator observe a common planning time or a PLC meeting. Not only does a PLC meeting demonstrate collaborative/collegial evidence for Criterion 8, but the conversations you have with your colleagues can potentially provide evidence around much of the 5D+ criteria.

Your Evaluation Folder:
The evaluator may keep an evaluation folder that will include evaluator working notes, records and materials relevant to the teacher’s performance, and evaluation forms only. "Working notes" are those notes created by an evaluator. No materials of any kind shall be maintained in said folder unless a copy has been provided by or to the classroom teacher. Said folder will be kept in a secure place and be open for inspection only by the classroom teacher by appointment. At the employee's option, another person may be present during review of said folder.

Do I have to do eVAL?
You are not required to use eVAL. You and your evaluator may choose to use eVAL to share and/or store evaluation related information. Any materials mutually accessible in eVAL may be used in the teacher evaluation process.

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. 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 29 at 7:10 p.m.!