

Cross Currents

A publication of the Mukilteo Education Association

Important Dates

October 22nd

Waiver Day
3.5 Hours District/Principal Directed
3.75 Hours Employee-Directed

October 27th

MEA Executive Board

October 31st

Deadline for:
PGO: Form G (finalizing goals)
5D+ Evaluation: Fall Conference

November 2nd

Election Day
Remember to Vote!



November 3rd

MEA Representative Council

November 5th

Report Card Prep (ES, HS)

November 11th



No School
Veterans Day

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Union Support in another Unusual School Year

Welcome to those of you that are new to Mukilteo School District, and welcome back to all our returning members. We are over a month into the new school year and while there have been challenges, the most important thing is that our students are back in school getting an education and support from all of you. While there have been many celebrations, MEA is working hard to address staffing shortages and other concerns you have brought forward—please continue to do so! We are proud to represent and negotiate for over 1,100 teacher and ESA members employed by the Mukilteo School District. Please contact us whenever you have questions, concerns, suggestions, or simply need some support. MEA is a strong, united, local union that believes in fiercely advocating for our teachers and students. Your Building Representatives and Executive Board members are listed on the back page of this newsletter. We welcome our new members to our family and hope you have a great year! -Tory



Long-Term Care Tax

Washington State's Long-Term Care tax goes into effect in January 2022. This was a [tax passed by the legislature](#) and all Washington State employees are required to pay \$0.58 per \$100 in earnings (\$580 annually for a \$100,000 salary) to fund this long-term care program. Details are available at the [Washington State Cares Fund](#) website.

While this tax is NOT optional, you may be eligible for a 1-time permanent exemption between October 1 and December 31, 2021, *IF* you have a Long-Term Care Insurance Plan in place by November 1, 2021. Employees will not be able to change their enrollment after December 31, 2021.

Most insurance companies stopped underwriting new Long-Term Care plans in Washington State, including those affiliated with NEA Member Benefits. [WEA is maintaining a detailed website about this new tax with more information.](#)

Here are some of the past emails and communications about this from MEA and MSD compiled into [one document](#).

Change of Name, Address, Phone Number, or Home Email?



Please notify MEA if you have a new name, address, phone number, or home email. We try to keep our membership records as up to date as possible and we want you to be assured of receiving the latest updates from MEA, WEA and NEA. Contact [Diane Radabaugh](#), our MEA Administrative Assistant, to make any changes. Please remember that you should also notify the district of these changes.

SEBB Open Enrollment: October 25 to November 22, 2021



Open enrollment for SEBB (School Employees Benefits Board) begins in two weeks. To make plan changes or to add or delete dependents you will need to log into your [SEBB My Account](#) between October 25 and November 22 at [SEBB School Employee Page](#). You should have received the [SEBB newsletter - Intercom](#), in your mailbox at home this month, outlining important dates and changes, including Long-Term Disability changes. If you do not want to make any plan or dependent changes no action is needed.*

Here are some links to more SEBB information:

- [Access SEBB](#) virtual benefits fair
- [Vendor Webinars](#) to learn more about medical plans from Kaiser Permanente, Premera, and UMP.
- Visit the [SEBB Open Enrollment](#) website

*Enrollment in the Flexible Spending Arrangement (FSA) and/or Dependent Care Assistance Program (DCAP) are the exception – enrollment is required each year if you want to participate.

Member Benefit: WEA Professional Development

WEA's Inclusionary Practices Project (IPP) and Special Education Support Center (SESC) are providing professional development via Zoom ([Flyer with more info](#)). Register for each course ([REGISTER HERE](#)). Select the course you want to register for in the drop down menu. After registering, you will receive a confirmation email with the Zoom pre-registration link. Once registration is full, the course will no longer be available in the drop down menu. We do not maintain a wait list.



WEA
WASHINGTON
EDUCATION
ASSOCIATION

Courses are available for free to all MEA members. Clock hours will be provided within 5-10 business days.

- UDL as an Instrument for Change w/Mirko Chardin (1.5 hours)
- STEM in Sports: Using Sports for STEM Learning in the Classroom (15 Hours) – STEM
- Successful Inclusion of Students with Significant Disabilities (6 hours)
- Culturally Responsive Instruction with Music & Movement (1.5 hours)
- Multi-Tiered System of Supports (MTSS): Tier II (6 hours)
- Self-Care: How to Address and Survive the Daily Life Stressors (1.5 hours)
- Why Inclusion? The Parents' Perspective (6 hours)
- Connection Before Curriculum: Social and Emotional Learning for Students and Staff (1.5 hours)
- One Out of Five - Disability Justice in Action (1.5 hours)
- Sensory Strategies in the Inclusive Classroom (6 hours)
- Multi-Sensory Learning Using Arts Integration (1.5 hours)
- Section 504 (6 hours)
- Phenomena-Centered Science in your Classroom (1.5 hours)
- Multi-Tiered System of Supports (MTSS): Tier III (6 hours)
- Laying the Groundwork for Social Justice in Our Classrooms and Learning Communities w/Mirko Chardin (1.5 hours)
- Special Education Law 201 (6 hours)
- Assessments: Formative and Summative (1.5 hours)
- Accommodations & Modifications (3 hours)
- The UDL Design Cycle; Through a PLC Perspective (6 hours)
- Identity, Mirrors and Funds of Knowledge w/Mirko Chardin (1.5 hours)

If you have any questions, please contact [Adam Goldstein](#), Pilchuck UniServ Council Director.

5D+ Comprehensive Evaluation Process

No later than October 31 – Fall Conference:

The classroom teacher and evaluator shall meet in September or October, but no later than October 31, to begin building the professional relationship and to share **teacher-selected** student growth goals. The teacher **may elect** to use some or all parts of the Goal Setting Process Template Form to develop student growth goals.

For provisional employees, unless the evaluator first conducts an informal observation, the Fall Conference shall not occur before October 1.

Pre-Observation Conferences:

Pre-observation conferences are optional and there are no required forms for these conferences.

By December 2 – At least one formal observation for Provisional Teachers:

Formal observations shall not take place until **after the Fall Conference** unless requested by the teacher.

Observation Notes:

A copy of the **scripted and coded** observation notes and any electronic or written notes shall be provided to the employee **within 10 working days** of the observation. Additionally, working notes shall be provided **at least 1 working day prior to the post observation conference** to allow the employee to review and prepare for this conference.

Post Observation Conference:

Post observation conferences shall be **held within ten (10) working days of the formal observation**. The purpose of the post observation conference is to discuss the observation. **At the teacher's request, such conferences shall be held in the teacher's classroom**. It may also include a review of the evaluator's and/or teacher's evidence related to the evaluative criteria specific to the observation, and/or additional evidence to aid in the assessment of the teacher's performance related to those evaluative criteria not observed in the lesson or classroom. If an evaluator determines that sufficient evidence exists for a proficient or higher rating for specified criterion no further evidence is necessary.

By January 20 – At least 1 formal observation must be conducted for ALL teachers.

Observation Notes:

A copy of the **scripted and coded** observation notes and any electronic or written notes shall be provided to the employee **within 10 working days** of the observation. Additionally, working notes shall be provided **at least 1 working day prior to the post observation conference** to allow the employee to review and prepare for this conference.

Post Observation Conference:

Post observation conferences shall be **held within ten (10) working days of the formal observation**. The purpose of the post observation conference is to discuss the observation. **At the teacher's request, such conferences shall be held in the teacher's classroom**. It may also include a review of the evaluator's and/or teacher's evidence related to the evaluative criteria specific to the observation, and/or additional evidence to aid in the assessment of the teacher's performance related to those evaluative criteria not observed in the lesson or classroom. If an evaluator determines that sufficient evidence exists for a proficient or higher rating for specified criterion no further evidence is necessary.

By January 31 – Mid-Year Evaluation Conference for Provisional Teachers:

The purpose of a mid-year evaluation conference is to review teacher and evaluator evidence. The evaluator will share preliminary ratings based on the State 8 rubric in the CBA. A mid-year conference is required for provisional teachers by the end of January. A mid-year conference **may occur for non-provisional teachers based on a request** from the teacher or evaluator.

February – April: *While not explicitly specified in CBA, this is typically when additional formal observation cycle(s) occur.*

1. (Optional) pre-observation conference
2. Formal observation:
 - **There shall be no less than 10 working days between the time of a post-observation conference and the next formal observation**, unless requested by the teacher.
 - The evaluator shall conduct a minimum of 2 formal observations of not less than a total of 60 minutes in length.
 - A classroom teacher in the third year of provisional status shall be observed at least 3 times in the performance of their duties and the total observation time for the school year shall not be less than 90 minutes.
3. Observation forms/notes provided to employee
4. Post-observation conference



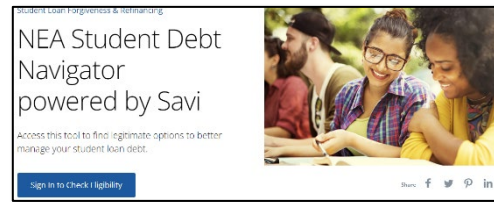
May 1 – All required formal observations are to be completed

No later than June 12 – the evaluator shall provide the teacher with a copy of the final evaluation. The teacher and evaluator will each sign a copy of the report which will be included in the teacher's personnel file. Within seven days of receipt, a teacher may attach written comments to the evaluation. **There will be no final evaluation conference unless requested by the teacher.**

NEA Member Benefits – NEA Student Debt Navigator

As an educator, you may be able to have part, or all, of your federal student loans forgiven. Exclusive to NEA members, the NEA Members Insurance Trust is offering one year of exclusive, no-cost access to the [NEA Student Debt Navigator](#) powered by Savi. The NEA Student Debt Navigator can help you find and apply for money-saving programs. This benefit will help you easily identify programs that can help relieve your student load debt stress and:

- ✓ Quickly locate your options
- ✓ Fill out forms easily
- ✓ Save time, reduce errors
- ✓ Manage yearly recertification



Find your student loan forgiveness and repayment options today, and learn more about Federal Student Loan Forgiveness programs and Income-Based Student Loan Repayment Plans. For more information, watch [Getting on the Path to Student Loan Forgiveness](#).

Lungbuster Race - Help Find the Cure



Did you miss your opportunity to participate in this year's Lungbuster Race? You can still donate to [Lung Cancer Research Funding](#) in support of our MEA colleague Amie Parker. Several years ago, Amie Parker, technology integration specialist, was diagnosed with ROS1 Stage 4 lung cancer. [Read her inspiring story](#). Amie's friends started [LungBuster.org](#), a nonprofit organization to help raise money for ROS1 Lung Cancer research. Donate today, and start training for next year's race!

Have you checked out the MEA Website?

In addition to contacting me, an Executive Board Member, or a Building Representative, stay connected by visiting our website at <http://www.mukilteo.org/>.

We update our website often, so you have a wealth of information that is just a click away! Hover over "Association Information" on our site and you have instant access to:

- Executive Board Members and their contact information
- Building Representatives and their contact information
- Our 2019-2022 MSD/MEA Collective Bargaining Agreement
- Most updated MOAs and MOUs between MSD and MEA
- Our new 2021-2024 MECU Collective Bargaining Agreement
- Evaluation Resources updated to the new 5D+ Rubric



Union Membership: Advocacy



The following people were elected to represent you at the building level for the 2021-2022 School Year. Please thank them for their contributions to MEA. These are the people you need to contact if you want answers to a contract question, help with a concern, or representation in a meeting. If they (or you) need additional support, the MEA President and the Executive Board is available as well. Some buildings still have room for additional representatives; talk to your Building Reps to see how you can become involved! The Representative Council meets once a month to discuss local, state, and national issues.

<p>DISTRICT SUPPORT- Vacancy: 3 Reps, Alternate</p> <p>ACES- Heather Collins Kristen Simeone-Myhre</p> <p>KAMIAK- Nina Bakketun Alex Crane Riley Gaggero Tyler Idrogo Maggie Lewis Christine O'Connell Shan Oglesby Myola Shanholtzer Melissa Storr Cindy Thomas</p> <p>MARINER- Martina Adams Magdalena Bagwell Jon Baker Natasia Brooks Josh Byeman Susan Cedar Stephanie Horrocks James Kim David Knutsen Pamela Lane Gregory McMicheal Sonya-Prajna Patrick Sobia Sheikh Benayshe-Ba-Equay Titus</p>	<p>MUKILTEO VIRTUAL ACADEMY- Vacancy: Rep, Alternate</p> <p>EXPLORER- Kim DeArton Eskilson Edith Kelly Insel Ashley Kutrich Holly Westerfield Vacancies: Rep, Alternate</p> <p>HARBOUR POINTE- Marianne Douglas Ashley Newman Donna Riviera Deanne Stewart Christopher Williams</p> <p>OLYMPIC VIEW- Rebecca Beddingfield Courtney Croft John Dobmeier Thomas Jensen Rhonda Stangeland</p> <p>VOYAGER- Sandra Bayha Anna Blankinship Mikah Janda EunJee Kang Trevor Lewis Melinda Pulliam</p>	<p>MIDDLE SCHOOL DISTANCE LEARNING PRGM Vacancy: Rep, Alternate</p> <p>CHALLENGER- Kate Crabtree Sagen Mazick Julie Niewohner Vacancies: 2 Reps, Alternate</p> <p>COLUMBIA- Cara Means Brooke Morris Holly Peregoy Shelley Pietzsch Adam Seal Katie Steffins</p> <p>DISCOVERY- Devin Arceo Fred Collins Joan Ellering-Olwell Ginger Haley Morgan Inman Michael Koreis</p> <p>ENDEAVOUR- Emily Evergreen Roxy Geving Amy Love Sara Smeby</p>	<p>FAIRMOUNT- Dawn Grice Jeni Hamilton Shannon McKinney Vanessa Wright</p> <p>HORIZON- Avery Anderson Jen Caione Deniz Martinez Stevie Peretti Kathryn Roberson Lindsey Sanchez</p> <p>LAKE STICKNEY- Reena Aggarwal Amy Carey-Wollaston Katie Evans Jane Fadely Samory Pruitt II</p> <p>MUKILTEO ELEMENTARY- Christina Barzare Stephanie Brown Aina Green Tawni Shogren Kristen Stupey</p> <p>ODYSSEY- Kayla Macy Linden Pahukoa Meghan Rinaker Tiffany Rose Beth Thomas</p>	<p>PATHFINDER- Kim Bovee Rebeca Huggins Sarah Johnson Samnang Soeur-Wollen Tarry Wollen</p> <p>OLIVIA PARK- Kara Jamieson Jamie Moser Philip Raker Margaret Rosenkranz Tanya Uyeda</p> <p>PICNIC POINT- Monica Chamberlain Leslie Dodson Vacancies: Rep, Alternate</p> <p>SERENE LAKE- Heather Dolan Jessi Jarvis Ashley Ng Cable Smith</p> <p>ELEM SCHOOL DISTANCE LEARNING PRGM Vacancy: 2 Reps, Alternate</p>
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MEA Executive Board

Executive Board members volunteer hundreds of hours each year advocating for our members. They are elected to represent your interests within MEA, WEA and NEA. Please thank them for their contributions to MEA. If you need answers to questions or help with a concern you can use the contact information below.

2021 – 2022 MEA EXECUTIVE BOARD

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