

Cross Currents

A publication of the Mukilteo Education Association

Important Dates

November 19th

LIT Day
K-12: Principal-Directed

November 22nd

Election nomination forms posted on website for MEA Executive Board, WEA-RA and NEA-RA Delegates

November 24th

Early Dismissal Day
Staff can leave 30 minutes after students

November 25th – 28th

Thanksgiving Break



December 1st

MEA Executive Board

December 3rd

LIT Day
K-5: Employee-Directed
6-8: Report Card Prep
9-12: Employee-Directed

December 8th

MEA Representative Council

December 10th

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

December 17th

Nominations Deadline (5:00 pm) for MEA Executive Board, WEA-RA and NEA-RA Delegates

December 17th

Early Dismissal Day
Staff can leave 30 minutes after students

December 20th – December 31st

Winter Break



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Mukilteo EA Prepares to Bargain

After three years of what has felt like continuous bargaining, our Collective Bargaining Agreement (CBA) with the district expires on August 31, 2022. In the next few weeks, you will begin hearing about our plans to gather member input in preparation for our bargain.

While we are currently negotiating with the district around staffing issues, we must begin our planning for improving our main CBA. MEA is determined to make sure our district invests in educators and that we come to agreements that directly benefit our members and our students.

Bargaining is the foundation of our union. Your involvement in the bargaining process is what makes MEA strong and has helped us achieve one of the best contracts in the state. Do to staffing shortages, we are unable to hold one-on-one meetings like we have done in the past. In the next few weeks, you will hear information on listening sessions that we will be holding during December and January. As we enter the new year, we will continue meeting with groups of MEA members to prepare our bargaining package of proposals that represent the interests of ALL MEA members. Our bargaining package must be finalized by the Representative Council in early April for us to be ready to begin negotiations with the district.



Remember, if you need to find our current CBA or any MOAs, go to our website: www.mukilteoea.org.

Click 'Association Information' for all current agreements.

SEBB Open Enrollment: Make Changes by 11/22!

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.*

CBA Language: Employee Protection, Employee Safety, and Student Discipline

During negotiations, the MEA Bargaining Team worked very hard to update Article IV, Sections 6-8 ([refer to our CBA, pages 16-24](#)). The District and The Association agreed that we are committed to ensure the safety of students and staff. Some of the new language that supports this commitment includes:

Section 6.C. – Employee Protection (Assault): The District will take necessary and reasonable steps to protect and support employees who are the subjects of assault. The following assistance shall occur when an employee has been assaulted:

1. Any case of assault upon an employee or by an employee shall be promptly reported to the building administrator.
2. The District shall provide necessary support to [fill out required paperwork](#) and/or [online incident report forms](#).**
3. The administrator shall promptly render assistance to the employee in connection with the handling of the incident by law enforcement and judicial authorities.
4. The District will provide information to assist the employee in accessing the [Employee Assistance Program](#).

****NOTE: There are no repercussions for filing incident reports. If you are told differently, contact Tory Kartchner immediately.**

Section 7.C. – Employee Safety (Inappropriate Behavior Directed Toward Employees): The District will be responsible for providing a safe and secure working environment for all employees. The District does not expect its employees to tolerate abusive, intimidating, threatening, or harassing behavior whether in a verbal, written, or electronic form from any student, parent, guardian, District employee, or other person (per MSD Board policy and procedures, Civility 4313, Appendix EE). The District will support an employee faced with such behavior in at least, but not limited to, the following ways:

1. If such behavior is disruptive to the environment of the classroom or work area, the employee may ask the individual to leave. If that person refuses, the employee has the right to contact an administrator or school security and ask to have the individual removed.
2. When an employee is faced with [communication of an abusive, intimidating, threatening or harassing nature](#), the employee shall inform the appropriate administrator who will assist in resolving or responding to the issue.
3. Staff that believe the School Board Civility Policy and Procedures 4313 (Appendix EE) has been violated should contact their building administrator or a Director of Human Resources for assistance in resolving the matter.

If the building administrator does not or is unable to solve the problem, employees should [contact the Director of Human Resources](#).

Section 7.D. – Employee Safety (Protections from Physical and Verbal Assault):

1. Employees have the right to work in an [environment free of physical and verbal abuse](#), and free from [unlawful disturbance](#)
4. The District shall provide assistance to employees who are the victims of stalking, harassment, bullying, assault, or physical harm by students, parents, or community members when the employee is targeted because of their status as an employee of the school district. Any employee who is the victim of any of the acts above shall have the right to:
 - a. Meet with their supervisor within two (2) days of the incident or as soon as possible.
 - b. Meet with the [Director of Human Resources](#) and/or the [Special Education Director](#), if appropriate, within two (2) days of the incident or as soon as possible.
 - c. Be provided access to the [Employee Assistance Program](#).
 - d. In the case of a student receiving special education services, initiate the IEP review process.
 - e. Receive additional training if requested by the employee.
 - f. Be provided other available assistance as needed at the time of the incident, including but not limited to **leave with pay on the day of the incident which will not be charged to any accumulated leave.**

In the event of assault or physical harm by a student:

- g. The principal will follow building discipline procedures as appropriate when dealing with students who commit assault or physical harm.

- h. The employee may refer the student to the student support team and access other District supports available and appropriate to meet student's needs (e.g., behavior specialists, SRO, counseling support for the class.)
- i. When appropriate, the administrator or a student support team will create or revise a behavior contract with the student to ensure student success.
- j. In the event a teacher or student is assaulted or physically harmed in the presence of other students, the building principal shall follow established discipline procedures and communicate any resulting actions to the teacher.

Section 8. Student Discipline:

No reprisals of any kind will be taken by School Administration against any employee for exercising their rights within this section.

A. District and Building Administrator Support

The Board and Superintendent shall support teachers in their efforts to maintain discipline and a safe learning environment [in accordance with state law](#), district discipline policy, and building rules.

B. District Student Discipline Plan and Supports:

The parties agree that student discipline is a mutual responsibility of the staff and administration and that such discipline must take into consideration student learning differences, diversity of background, and the physical, emotional, and psychological needs of the student. The District administration and Board shall support and uphold its employees in their use of prudent, legal, and reasonable disciplinary measures, and shall assist employees with respect to the maintenance of control and discipline of students in the employee's assigned work area.

To assist employees in their exercise of such disciplinary efforts, the District shall:

1. Take steps to assume the legal responsibilities with respect to students who are disruptive or repeatedly violate rules and regulations. **The principal shall assume administrative authority and responsibility for the supervision, counseling, and discipline of students at their building.**
2. Prior to each school year, require that each building principal and the teaching staff shall meet to collaboratively review, revise, and/or develop building discipline expectations and enforcement of those expectations, including application to special education students. Building discipline expectations shall include an immediate response plan for emergencies that may occur in the building or on the playground, as well as a written procedure for student discipline referrals when the principal is not available. **Building discipline expectations must include recommended appropriate consequences for students who do not comply with the expectations.** Building principals shall provide a copy of the discipline plan developed by the building to each employee by September 30.
3. Ensure an administrator or a designee shall be available during school hours to provide prompt assistance and support to employees in connection with student discipline problems.
4. **Provide per diem compensation to employees when it is necessary to clean work areas that are damaged by students in crisis and reimburse employees for the personal items damaged or destroyed.**
10. [Recognize and support an employee's right to remove a student from a class](#) and direct such student to a designated site consistent with building discipline procedures, when the employee deems such action necessary to maintain order or discipline, provided that, except in emergency circumstances, the teacher shall have first attempted one or more alternative forms of corrective action. ([RCW 28A600.200](#))
 - a. Such temporary removal may be for all or any balance of the school day, or up to the following two (2) days.
 - b. **In no event, without the consent of the teacher, may an excluded student return to the class or activity period until the Principal or their designee and the teacher have conferred.**
 - c. In such instances of temporary removal, the employee has the right to be consulted with regard to the facts of the situation and any actions to be taken with the student, including recommended suspension or expulsion.
 - d. It shall be the responsibility of the principal or designee to contact the student's parent(s) or guardian in cases of suspension.
 - e. **If student misconduct affects other students, such as when a room needs to be evacuated, or when students witness a verbal or physical harm or assault, the Principal will confer with the teacher to determine the best method and form of communication to parents of the affected students.**
15. Not assign a student committing an offense under Chapters [9A.36](#), [9A.40](#), [9A.46](#), [9A.48](#) RCW to that teacher's classroom and/or caseload for the duration of the student's attendance in the District when the activity is directed toward the teacher.

Nominations for MEA Executive Board Officers



Nominations for the MEA Executive Board will be open to all certificated members in November. Positions on the Executive Board open for nominations are:

- **Vice President Treasurer**
 - Attend meetings of the MEA Board of Directors, Representative Council, General Membership, and all special and/or emergency meetings.
 - Assist the President in the administration of the activities of MEA by carrying-out administrative functions that may be assigned by the President or that may fall to this office as a result of structural/organizational changes within MEA.
 - Oversee implementation of the budget approved by Representative Council.
 - Be a delegate to Pilchuck UniServ Council, and attend school board meetings as requested by the President.
- **Secretary**
 - Attend and keep the minutes of the Board of Directors, Representative Council, General Membership, and any other meetings as requested by the President and maintain an attendance record of these meetings.
- **2 Member-at-Large Openings:**
 - Attend meetings of the MEA Board of Directors, Representative Council, General Membership, and all special and/or emergency meetings.
 - **MECU Member at Large** - Reflect the concerns of the membership in the MECU bargaining unit.
 - **General Member at Large** - Reflect the concerns of all members in general.

A link to all nomination forms will be emailed to all members on November 22nd. **Interested members may be nominated by other members, or may self-nominate.** Elections will be held in January. Contact an Elections Committee Member (*Kari Woodard* WoodardKA@mukilteo.wednet.edu or *Alex Johns* JohnsAC@mukilteo.wednet.edu), or contact Diane Radabaugh (dradabaugh@washingtonea.org) at the MEA office if you have questions or need more information.

WEA and NEA Representative Assembly Nominations



→The *WEA Representative Assembly* meets once every year and is the highest decision making body of the Washington Education Association. **All members are eligible to be a delegate.** The 2021 WEA RA will be held in Virtually April 7-9. Mukilteo is allowed 18 delegates.



→The *2021 NEA Convention* is July 2 through July 6, location TBD. MEA has been allocated seven delegates to represent us at NEA-RA.

Every member is encouraged to participate in all MEA elections. A link to all nomination forms will be emailed to all members on November 22nd.

--- All Nominations Forms are due to MEA by Friday, December 17, 2021 @ 5pm ---

2021 – 2022 MEA EXECUTIVE BOARD

President – Tory Kartchner
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Elementary Rep - Nardos Habtemicael
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Members at Large:
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Vice President – Molly Addicott
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Middle School Rep – Melissa Dahl
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Secretary - Heather Craggs
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MECU Rep – Phil Falk
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