

Have You Visited the MEA Website Yet?

If not, now is a great time to check out all of the great information available online, as well as a chance to win some fun prizes in our **MEA Website Scavenger Hunt**. Simply visit www.mesateachers.org, find the answers to our scavenger hunt questions and email your responses, along with your name and contact information to heather.tanner@arizonaaea.org by **Monday, November 5**. Winners will be randomly chosen from the correct responses received and notified via email or phone. Good Luck, and Happy Hunting!!

(Please respond from your HOME EMAIL ONLY. Entries from MPS Email addresses will be disqualified)

1. What is the zip code of the MEA Office?
2. What MEA event is taking place on December 11, 2007?
3. What Arizona Legislator is former MEA President Faith Risolo shaking hands with at the 2007 AEA Day at the Arizona Legislature?
4. Who is the Region 10 Representative and what is their school phone number?
5. What retailer offers a Teacher Appreciation Program, giving current teachers 15% off their purchases?
6. What website does the "Register to Vote Online" link take you to?



Bonus Question: Name 3 Legal Publications available to members, as listed on the MEA Website.

MEA Calendar of Events

October - November 2007

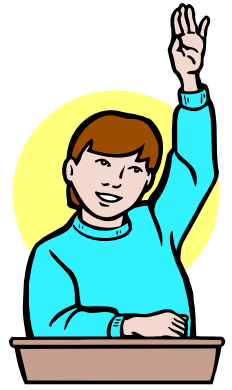
Mon	Tue	Wed	Thu	Fri	Sat
22	23 <i>West Side FR Meeting, 4:15 PM, Dobson Ranch Inn (Dobson/US 60)</i>	24 <i>East Side FR Meeting, 4:15 PM, Mi Amigo's (Power/Southern)</i>	25 <i>New Rep Training, 11:15 AM, MEA Office</i>	26	27
29	30	31 <i>Halloween</i>	1	2	3 <i>AEA Effective Locals Conference, Phoenix Mesa Marriott</i>
5	6 <i>MEA Exec Board, 4:15 PM, MEA Office</i>	7	8	9	10
12 <i>Veterans Day No School</i>	13	14	15	16	17
<i>American Education Week</i>					
19	20 <i>MEA Exec Board, 4:15 PM, MEA Office</i>	21 RSVP Due for November FR Meetings	22 <i>Thanksgiving</i>	23	24
<i>Thanksgiving Break—No School</i>					
26	27 <i>West Side FR Meeting, 4:15 PM, Dobson Ranch Inn (Dobson/US 60)</i>	28 <i>East Side FR Meeting, 4:15 PM, Mi Amigo's (Power/Southern)</i>	29	30	

Ask the Staff

By Will Moore, AEA Organizational Consultant

Question: *If I disagree with my principal's evaluation of my performance, is there anything I can do about it?*

Answer: First, talk to your evaluator. It's OK to have a follow-up meeting after the post-evaluation conference. In fact, if you plan to appeal the evaluation, you *must* have an informal meeting with the evaluator within five working days of when you received the evaluation. Ask clarifying questions. Make sure that you understand the evaluator's reasons for the ratings that you received.



After you've had this meeting, you may decide that you want to use the Appeal Process – which can be found on page 14 of the District's *Evaluation Handbook*. As you assess whether or not to file an appeal, it's important to put the evaluation in context. Some principals may be much less liberal with "Commendable" ratings than others. An evaluation that includes all "Proficient" ratings or above probably won't warrant an appeal. But "Developing" or "Unsatisfactory" ratings should be reviewed very carefully, and you probably should at least submit written exceptions. If you want guidance, contact your MEA Faculty Representative or call the MEA/AEA staff at 833-8400.

The Evaluation Appeal Process has two different steps after you have discussed the matter with your evaluator. First, you may submit written exceptions to the evaluation. This rebuttal statement is to be filed with the evaluator and the Human Resources Office. Your exceptions will be attached to the evaluation in your personnel file. Your statement must be submitted within ten days of receiving the evaluation and after you have met to discuss the evaluation with your evaluator.

In addition, you may request a conference with the appropriate Assistant Superintendent. In that conference you may request that an additional observation and evaluation take place – either by your regular evaluator or by another qualified evaluator, mutually selected by you and the Assistant Superintendent. This additional evaluation will be included in your file, along with the original evaluation. Again, if you are an Association member, seek MEA assistance with this process.

Keep in mind that your evaluation is the formal and permanent record of your professional career in the school district. It can impact your Career Ladder standing and future transfers. Therefore, it is very important that you take your evaluations very seriously and that you use the Appeal Process when appropriate.

Tutors Needed!



Interested in making extra money and helping kids at the same time? Sign up for the MEA Tutor Bank!

We provide your name and phone number to parents who are looking for tutors for their children. You set your rate, availability, and where you will tutor.

We have a desperate need for High School tutors, especially in Math and Science. These are probably our most requested grade levels and subjects. However, **all** grade levels and subjects are welcome.

If you are interested in signing up, please contact Heather at the MEA Office, 833-8400, Ext. 101.

Entertainment Books Are Still Available

The 2008 Entertainment Books have arrived at the MEA Office. Each book is \$25 and proceeds go to the MEA Scholarship Fund. Here are some examples of the great discounts you get with each book:

- **2 for 1 Greens Fees at 15 different Valley Golf Courses**
- **\$5 off a \$15 Purchase at Baja Fresh**
- **2 for 1 Phoenix Coyotes Tickets**
- **And much more!**



Books are only available until December 18, so get your book while they last! Stop by the MEA Office to pick one up, or send a request with your payment to the MEA Office and we will school mail your book.

MEA Record

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Mesa, Arizona 85203
480-833-8400 (Office)
480-834-6890 (Fax)

Visit us on the web:
www.mesateachers.org



Do you like to write?

Would you like to share your story of how MEA has helped you?

Interested on reporting on an MEA or AEA event you attended?

Or have another idea for a Record article?

If so, please submit your story or ideas to Heather at the MEA Office. Articles must be received no later than 5 PM on the 10th of each month. Please include a contact number or email.

All articles must conform to established length and be appropriate for the purposes of this publication. Information in articles needs to be journalistically and factually sound. We reserve the right to edit for grammar, mechanics, and clarity.

We will notify you if we use your submission.

MEA Record Marketplace

Well maintained, hardly used Queen Size Futon for sale. Futon has a spring mattress not a foam one. Strong hardwood Cherry color frame. Asking price \$300 or OBO. Pictures available on request. Call Shweta 480-894-0603, or email navchop@hotmail.com.

If you have an item you would like to sell, please submit your ad to Heather at the MEA Office before 5 PM on the 10th of each month. Ads are limited to 25 words or less, not including name and home telephone number.

Items that are second income related, contrary to the common beliefs of the MEA/AEA/NEA, or pose a possible threat to the community will not be accepted.



Make Your Voice Heard about NCLB! Contact your Senators and Representatives

The most important thing we can all do as educators, parents and concerned citizens is to **make our voices heard**. Call, write or email your Senators and Representatives and let them know why NCLB needs to change. Personal contact from constituents is one of the most valuable tools we have to effect change and put a face to this issue.

Most of you probably are represented by one of the two Representatives below. But be sure to check out www.mesateachers.org for a full listing of Arizona Senators' and Representatives' contact information. (Click on the "Politics" link.)

Rep. Jeff Flake
Congressional District 6
240 Cannon HOB
Washington, DC 20515
(202) 225-2635

Go to <http://flake.house.gov/Contact/>
to email Rep. Flake

Rep. Harry Mitchell
Congressional District 5
2434 Rayburn HOB
Washington, DC 20515
(202) 225-2190

Go to <http://mitchell.house.gov/contact/>
to email Rep. Mitchell

