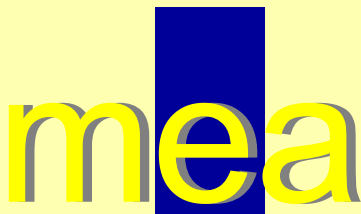


**Please join us for our
Faculty Rep Meeting**

Tuesday, January 31
4:30 PM, Mesa High School
1630 E. Southern Ave.

Please RSVP by **Friday,**
January 27 to
833-8400 Ext. 102
or via email to Shirley Thomas
sathomas@mpsaz.org

*We welcome ALL members to
join us at either meeting and
hope to see **you** there!*



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**Message from the President:
New Teacher and Principal Evaluation Tool
Update**

By Kathy Ray, MEA President

First of all, thank you to all of the teachers and MEA members who are serving on these two district committees to revamp the evaluation tool required by the new state law signed by Governor Brewer last May. This law requires that a minimum of 33% of your evaluation be based on student achievement data and that your teaching performance be evaluated based on rubric criteria. At this time, it looks like the new rubric tool will be based on [Charlotte Danielson's Framework for Teaching](#). This is a rubric that I wholeheartedly support. It will bring clarity to our evaluation system with indicators aligned to the INTASC (Interstate New Teacher Assessment and Support Consortium) Teaching Standards. It will especially help with inter-rater reliability and the discrepancies that have happened in the past between what is commendable and what is proficient.

The issue of evaluating teachers on their student achievement data is much more complex. The committee is working diligently to determine what that will look like, how many assessments qualify as "multiple" in the law, what valid and reliable assessments we already have within our district to measure student achievement, and who is a Group A or B teacher. The committee feels that it is important that we all have a small percentage based on school-wide data. I agree with the committee, but at this time would like to keep the total percentage based on student achievement as low as possible and keep the majority of our evaluation based on our instructional performance.

We will keep you updated as the new tools are rolled out. The district is committed to and has assured me that training for teachers and principals on the new evaluation tool will be a key component in this change process.

For more information, see the document, [Arizona Framework for Measuring Educator Effectiveness](#).

MLK Jr. Celebration Dinner

Shirley Thomas, MEA Vice President

The MLK dinner was an inspiring tribute to Martin Luther King, Jr.'s values and vision. A recording of his speech "I've Been to the Mountaintop" was played while slide show photos of him and different civil rights activities of that time period were shown. Listening to the delivery and content of the speech, it is easy to see how he was able to become such an influential leader and change the course of history. I am very grateful to the **MLK Celebration Committee** for continuing to honor the man and his message. It is important to remember what happened during the civil rights era and why it happened. They also did a wonderful job with the food and live jazz music. Kim Covington, the news anchor, was the keynote speaker. Her focus is education issues. MEA was well represented by Kathy Ray, Andrea Murphy, Alex Reyes and myself. Andrea Murphy is on the Mesa MLK Celebration Committee!



What has MEA done for you lately?

- ✓ **Retirement contribution going back to 50/50 with possible reimbursement for the extra 3% paid this year**
- ✓ **\$375 Bonus in December with more to come this summer**
- ✓ **MEA representing you in Meet and Confer starting January 30th. Representation in district committees regarding teacher evaluations, grading and RIF**
- ✓ **Advocated for members with evaluation concerns and other employment issues**

Don't forget, you can always contact the AEA Help Desk line at 877-828-1983

MEA Benefit of the Month

California Casualty

California Casualty is embarking on a state marketing campaign from January 23rd to February 3rd to announce their new auto rate decrease rate starting January 1st. As you



may be aware, California Casualty is the only Arizona Education Association endorsed Auto and Home Insurance Program. AEA works hard to develop and maintain high quality benefit programs that offer value to members.

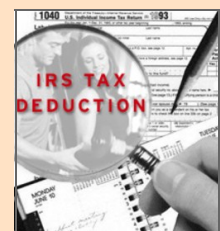
In addition to announcing their auto rate decrease, they will be introducing their School Lounge Makeover Contest. This is an exciting opportunity for your members to win a school lounge makeover for their school. The more members in the schools who sign up, the better the chance to win!

Their time with the staff is very brief and they do not make any formal presentations. Their representative does not sell policies but rather offer an opportunity for members and potential members to receive a future rate quote. They have visited Mesa schools in the past, so you may be aware that they have been helpful with recruiting new members for AEA and MEA.

Please join with welcoming their representative to your school.

Dues Payments Tax Deductions

- Full time: \$593.53**
- 3/4 time: \$489.65**
- 1/2 time: \$306.77**
- 1/4 time: \$163.63**





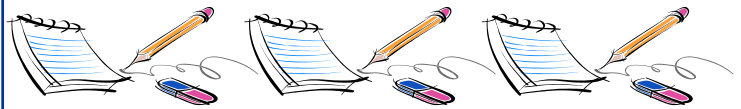
MEA Record
1032 E. University Dr., Mesa, AZ 85203
(480) 833-8400 (Office) (480) 834-6890 (Fax)
www.mesateachers.org

Meet Heidi Cave, Executive Board Member

As a 3rd generation Arizonian, I come from a large family where we are either teachers or farmers. Guess which path I took? I've been teaching for 24 years and this is my 10th year with MPS. I hold a certificate in Elementary Education with a Masters in Early Childhood Education. Don't worry; I have plenty of endorsements...ESL, Full Gifted, Reading & Early Childhood. Teaching at Edison has proved very rewarding. In fact, several years ago our Student Council created "Bling Day" in my honor. Each year the competition increases to "take-me-down" so I have to step up my game to stay the reigning Queen of Bling! That's why I belong to MEA to ensure that I remain in the game. It takes ALL of us to make a difference...for our students...



MEA Calendar of Events Jan./Feb. 2012



Tuesday, January 31: Faculty Rep Meeting, 4:30 PM, Mesa High School 1630 E. Southern Ave. (Stapley/Southern) *Open to all members.*

Tuesday, February 7: Executive Board Meeting, 4:30—6:00 PM

Tuesday, February 14: School Board Meeting, 7:00—9:00PM

Tuesday, February 21: Exec/MOD Combo Meeting, 4:30—6:00PM

Monday, February 27: East Valley Cluster Meeting, 5:30—7:30PM

Tuesday, February 28: MEA Faculty Rep Meeting, 4:30—6:00PM, Mesa High School 1630 E. Southern Ave. (Stapley/Southern) *Open to all members.*

The MEA Calendar is also available online at www.mesateachers.org



What special movie opens this year on Read Across America Day?

(Hint: Answer can be found on the NEA website or www.nea.org)

For the chance of winning a prize, email your answers to the Membership Team at: mea.members@gmail.com.

Good luck!

Reminder: RIF professional contributions worksheets are due to their supervisors by January 31st. Let's keep our fingers crossed that the Governing Board does not need to call for a RIF this year!



follow us on **twitter**

@MesaEA



www.facebook.com/MesaEA

2011-12 MEMBERSHIP FORM

Arizona Education Association • National Education Association
 1032 East University Dr., Mesa, AZ 85203
 480-833-8400 • 800-322-9298 • www.arizonaea.org



Employee ID # _____
 Social Security Number _____
 Name _____
 Address _____
 City _____ State _____ ZIP _____
 Home Email _____
 Work Email _____
 Home Phone _____
 Work Phone _____
 Cell Phone _____
 Date of Birth _____ Male Female

POSITION

Teacher, Subject Area _____
 Librarian Counselor
 Support Professional, Position _____
 Other _____

ETHNIC GROUP

American Indian/Alaska Native Hispanic
 Asian Multi-ethnic
 Black Native Hawaiian/Pacific Islander
 Caucasian (not of Hispanic origin) Other

VOTER INFORMATION

Are you a registered voter? Yes No
 Democrat Republican Independent
 No party Other

* The Arizona Education Association Fund for Public Education (AEA Fund) and the National Education Association Fund for Children and Public Education (NEA Fund) collect contributions from Association members and their families to aid friends of education in local, state, and federal offices. Contributions to the NEA Fund, AEA Fund, and Local PAC are not deductible as charitable contributions for income tax purposes. Federal law requires the NEA Fund to use best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Although the NEA Fund requests an annual contribution of \$15, this is only a suggestion. Contributions are voluntary and are neither a condition of employment nor membership in the Association; a member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in the Association. Members have the right to refuse to contribute without suffering any reprisal.

Federal law prohibits the NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned. Only U.S. citizens or legal permanent residents may contribute to the NEA Fund.

Dues are not deductible as charitable contributions for income tax purposes. Dues (or a portion) may be deductible as a miscellaneous itemized deduction.

Member's Signature _____
 Date _____
 Recruiter Name (Please Print) _____
 Date _____

Local Association Mesa Education Association
 Building Name _____
 Employer/District Mesa Public Schools
 Full-time Part-time

If part-time, average number of hours worked per day: _____
 Check all that apply Certified Classified
 Student NEA member last year

ANNUAL DUES*

Annual Dues (NEA, AEA, Local)	
AEA Foundation [†]	
PAC [‡] (NEA, AEA, Local)	
Education Improvement Fund [§]	
TOTAL	

EVERY MEMBER OPTION

AEA annual dues include an assessment, called the Every Member Option (EMO), in the amount of \$12, which impacts all active-certified and active-educational support members working one-half time or more. AEA-Retired members and those active-certified and active-educational support professional members working less than one-half time shall have an EMO rate of \$6.

Monies collected through the EMO assessment shall be divided \$5 for AEA Foundation for Teaching and Learning, \$4 for AEA Fund for Public Education, and \$3 for the AEA Education Improvement Fund. Monies collected through the EMO assessment for those members paying the \$6 amount shall be divided \$2.50 for AEA Foundation for Teaching and Learning, \$2 for AEA Fund for Public Education, and \$1.50 for AEA Education Improvement Fund.

Refund Procedure

New members desiring a refund from EMO may request a Refund Request Form by calling 800-352-5411. The member must mail the Refund Request Form to Membership postmarked or hand delivered within thirty (30) days of signing this application form. The Arizona Education Association will mail a refund check after receipt of the Refund Request Form.

PAYMENT METHOD

Check
 Credit Card (check one): MC Visa Amax
 Exp. Date _____ Card # _____
 One-time charge on 9/15/11
 Recurring charge on the 15th of each month for 10 months starting 9/15/11
 EFT Bank Routing No. If _____ 3

Account No.

Please note that the deductions occur on the 15th and the last day of the month starting 9/15/11 for 10 months.

ATTACH VOIDED CHECK

This authorization is to remain in full force until BANK has received notification from me of its termination in each time and in each manner as to afford BANK a reasonable opportunity to act on it. A customer has the right to stop payment of a debit entry by notification to BANK prior to charging account. After account has been charged, a customer has the right to have the amount of the erroneous debit immediately credited to his/her account by BANK up to fifteen (15) days following issuance of statement of account or forty-five (45) days after the charge, whichever occurs first.

Credit Card/EFT Signature Only _____
 With full knowledge of the above, I hereby agree to pay for my membership dues as stated annually.

OFFICE USE ONLY Date Entered _____