



**Michael D. Gowans, President**



**Brandon Engles, V.P. Elem.**

**Derek Smith, V.P. Sec.**

---

August 2024

My name is Mike Gowans, President of the Alpine Education Association (AEA), representing over 2200 educators, including teachers, counselors, speech language pathologists, social workers, psychologists, and occupational and physical therapists.

The AEA works closely with the Alpine School District (ASD) to provide an excellent education for each and every student and is the only employee organization authorized to represent all educators in revising policies, negotiating benefits and salary, and in advocating for and improving the working conditions for all educators. The AEA provides many benefits that supports our educators, including the following:

- A one-million-dollar (\$1M) liability policy.
- A “United Voice” with over 2200 other educators.
- The AEA is the only association that has the right to negotiate your benefits and your salary, along with working with the ASD on policy, our evaluation system, contract hours, leaves and much more.
- Members qualify for our exclusive Member-Benefits Programs, where they save money on mortgages, personal loans, credit cards, insurance, restaurants, hotels, rental cars, and other services.
- UEA legal services for employment challenges, and members may also be assisted and given support by the Alpine UniServ full-time professional staff.

It is also important to point out that the AEA provides the dental program for ASD educators; enrollment is voluntary. The major medical health insurance program is provided through the ASD.

Please take a moment to review our AEA website, which provides a comprehensive overview of the role the AEA plays in providing a quality education for our students and in supporting our educators. If you would like to join the AEA, you can do so via this link: <https://join.alpineuniserv.org/membership-application/>. If you should have any questions, please feel free to contact me, or you can contact the AEA office at 801-224-2055. We would be happy to take your call and answer your questions.

Sincerely,

*Michael D Gowans*

Michael D. Gowans, President, AEA

[mgowans@alpinedistrict.org](mailto:mgowans@alpinedistrict.org)

[www.alpineuniserv.org](http://www.alpineuniserv.org)

“The AEA – Supporting Educators in Alpine School District”

# TOP 10 REASONS TO BELONG TO THE AEA



## 1 Your Voice

Educators must take an active role in promoting and protecting public education because no one cares as much about our students, our profession, and our needs as we do. We speak as a unified voice to influence reform and progress.

## Advocacy and Representation

We are a highly respected organization that promotes the highest standards and ethics. We recognize that educators' working conditions are students' learning conditions—we work hard to protect both.

## 3 Professional Development

Members have access to a wide variety of professional development training opportunities, including classroom management, advocacy, collective bargaining, classroom discipline, political action, human and civil rights, the opportunity to earn licensure points, and more.

## Social and Racial Justice

We are joining together across race and place to ensure every student has the opportunities they need to succeed. Find out your rights in the classroom when teaching a full picture of our nation's history.

## 5 Legal Services for Your Professional Life

In conjunction with assistance from state and local field staff, our association provides comprehensive legal services for a wide range of due process issues and other legal rights. Additionally, AEA members enjoy the benefit of Educator Liability Insurance through the NEA.

## 6 Salary and Working Conditions

With more members like you, the AEA has an even stronger voice to impact meaningful change for educators and students. We advocate for dedicated planning time and protect educators from after-hours work mandates. We band together to raise wages so that educators like us are paid closer to what we deserve.

## Your Classroom, the State, and the Nation

The Association continually promotes quality public schools, quality teachers, modern and up-to-date learning tools, and smaller class sizes so educators can spend one-on-one time with students.

## 8 Member Discounts

Members receive discounts on special services like auto, homeowners, renters, and life insurance. In addition, we provide reductions for entertainment events, computers, books, magazines, travel, and restaurants in Utah and throughout the nation. Many AEA members save more than their annual dues by using Association discounts.

## Networking

Members have numerous opportunities to get together and network. You can connect with other education professionals from across the state to collaborate on student success.

## 10 Creating Change

We reach the public with members' views and build the image of public school employees through media relations, television and radio advertising, special events, and public relations activities.

**TOGETHER WE'RE STRONGER.  
TOGETHER WE'RE HEARD.**

**You belong in the movement! Join today to belong to the movement of educators and school staff fighting for the pay and working conditions we all deserve.**



**JOIN NOW**



## **What Does Membership Buy In The Alpine Education Association?**

- Professionals join their organizations (AMA-Doctors, ADA Dentists, ABA – Lawyers)
- The majority of Alpine teachers join. Educators unite for a strong voice for education (national, state, and local issues)
- A “United Voice” with other educators
- Full time education lobby efforts (National, State, and Local)
- \$1,000,000 legal protection
- Full time staff to help you
- Access to member benefits (credit cards, loans, insurance and car discounts, and Access card)
- Local negotiations for salary and benefits
- Professional training and workshops
- You are part of the Professional Team!
- You are never alone!

For more information contact:

Mike Gowans (President): [mgowans@alpinedistrict.org](mailto:mgowans@alpinedistrict.org)

Brandon Engles (Vice-President, Elementary): [bengles@alpinedistrict.org](mailto:bengles@alpinedistrict.org)

Derek Smith (Vice-President, Secondary): [dereksmith@alpinedistrict.org](mailto:dereksmith@alpinedistrict.org)

Glenda Anderson (Executive Director): [glenda@alpineuniserv.org](mailto:glenda@alpineuniserv.org)

Tom Stauss (UniServ Director): [tom@alpineuniserv.org](mailto:tom@alpineuniserv.org)

Annie Council (Administrative UniServ Associate Dental): [annie@alpineuniserv.org](mailto:annie@alpineuniserv.org)

Kenna Harrison (Administrative UniServ Associate): [kenna@alpineuniserv.org](mailto:kenna@alpineuniserv.org)

Shea Chipman (Administrative UniServ Associate): [shea@alpineuniserv.org](mailto:shea@alpineuniserv.org)

# Welcome!

Being a member with UEA doesn't cost, it pays!



Membership in the UEA entitles you to many ongoing discounts and benefits, including:

- Development, resources and support
- Money-saving programs
- Legal protection and advocacy

Offset the cost of your membership dues by using the UEA Access to Savings program. With your Access benefit, save hundreds of dollars at over 5,000 Utah merchants and 350,000 merchants nationwide!

Offset the cost of your membership dues by using the UEA Access to Savings program. With your Access benefit, save hundreds of dollars at over 5,000 Utah merchants and 350,000 merchants nationwide!

Membership in the UEA entitles you to many ongoing discounts and benefits, including:

- Development, resources and support
- Money-saving programs
- Legal protection and advocacy



Being a member with UEA doesn't cost, it pays!

# Welcome!

# How do I get started?

## Online:

Register on myUEA.org and create a member login and password, then click on Access Member Discounts.

## Mobile:

1. Search for the My Deals Mobile® app.



2. Already have an account?

Enter your Access email and password to log in.

3. New user? SETUP ACCOUNT and enter Program ID **8478**. Provide your email address and if prompted, your 10-digit UEA ID Number.

## Featured discounts on the Access program include:



And many more!

And many more!



## Featured discounts on the Access program include:

your email address and if prompted, your 10-digit UEA ID Number.

3. New user? SETUP ACCOUNT and enter Program ID **8478**. Provide

Enter your Access email and password to log in.

2. Already have an account?

1. Search for the My Deals Mobile® app.



## Mobile:

Register on myUEA.org and create a member login and password, then click on Access Member Discounts.

## Online:

# How do I get started?

## Does the EEL program cover civil rights cases?

Yes. Defense, settlements\*\* or judgments\*\* and court costs up to a maximum of \$300,000 will be provided when incurred in the defense of an action arising out of your educational employment activities and alleging a violation of another person's civil rights.

## Does the EEL policy cover cases arising out of the discharge or layoff of a member or involving other "jobs rights" issues?

No. Another NEA-sponsored program, the Kate Frank-DuShane Unified Legal Services Program, provides coverage for these types of cases. For more information, contact your local association UniServ Office or the headquarters of your state association.

## Is the EEL policy "excess" to other insurance coverage which might be available to me?

Yes. "Excess" is a general insurance term that means insurance benefits become available to you only when other sources of insurance are exhausted. For example, if your school district provides professional liability coverage for you in some of the same areas as does the EEL policy, the EEL policy would not provide benefits until the school district's coverage is exhausted.

## How do I make a claim for benefits?

If you are involved in any situation that you believe is covered by the EEL Program, notify your state association's EEL Program Coordinator. The Coordinator will confirm your eligibility and forward your claim to the Carrier for handling.

## Utah Education Association claim procedure

The following occurrences should be reported immediately to Tracey M. Watson, General Counsel and Legal Services Director, Utah Education Association, P.O. Box 57880, Murray, UT 84157-0880:

1. Any incident involving the death or injury requiring medical attention to a student arising out of a school activity;
2. The receipt by the Insured of a notice of claim, lien letter from an attorney, or service of summons or lawsuit; or
3. Any situation the Insured believes to be covered by the policy.

Do not contact an attorney to represent you before contacting Tracey M. Watson at the Utah Education Association at 801-417-0233 or 801-266-4461 or [tracey.watson@myuea.org](mailto:tracey.watson@myuea.org). When making contact the Insured should be prepared to present a brief description of the occurrence and a copy of any legal documents.

# *Certificate of insurance*

## Utah Education Association National Education Association Educators Employment Liability Insurance

Insured by: Nautilus Insurance Company. THIS IS NOT AN INSURANCE CONTRACT. THIS IS A SUMMARY FOR GENERAL INFORMATION PURPOSES. CONTACT YOUR STATE ASSOCIATION FOR TERMS AND CONDITIONS OF COVERAGE.

Participating unit: Utah Education Association

Address: P.O. Box 57880  
Murray, UT 84157-0880

Insured: NEA Members as defined in Part II(H)

Policy number: NEA\_UT00001\_P-13

Policy period: This policy applies to occurrences which take place during the twelve month period starting at 12:01 AM 09/01/24 and expiring at 12:01 AM 09/01/25.

## Coverages & limits of liability

- Coverage A — Educators liability
  - \$1,000,000 per member per occurrence not to include any civil right issues or civil rights claims
  - \$300,000 per member per occurrence for civil rights issues or civil rights claims and not to include any other claims
  - \$3,000,000 per occurrence aggregate for all claims, including civil rights and civil rights claims
- Coverage A — Legal defense cost limits
  - \$3,000,000 per member per occurrence not to include any civil right issues or civil rights claims
  - \$9,000,000 per occurrence aggregate for all claims not to include any civil right issues or civil rights claims
- Coverage B — Reimbursement of attorney fees for defense of a criminal proceeding
  - \$35,000 per criminal proceeding
- Coverage C — Bail bond
  - \$1,000 per bond
- Coverage D — Assault-related personal property damage
  - \$500 per assault
- Coverage E — Medical and related arts
  - \$1,000,000 per member per occurrence, subject to a \$3,000,000 limit per occurrence



# NEA Educators Employment Liability Program

## *Professional Liability Insurance Overview*

2024-2025 Program Year

## What is the NEA educators employment liability (EEL) program?

The NEA EEL Program is a professional liability insurance program that is provided by NEA as a benefit of membership and is underwritten by an A+ rated insurance company.

## What does the EEL program cover, subject to the insurance policy?

### A. Educators liability benefits

Educators liability benefits in defense of civil proceedings brought against you in the course of your work as an educator:

- Payment of court-ordered civil liability up to \$1,000,000\*, such as damages assessed against you. Subject to \$3,000,000 per occurrence aggregate for all claims.
- Payment of legal costs up to \$3,000,000\* per member per occurrence or, regardless of the number of members involved in the occurrence, up to \$9,000,000\* per occurrence aggregate for all claims in defense of civil proceedings. These limits do not apply to or include any civil rights issues or civil rights claims.
- In civil proceedings on civil rights issues or claims\*\*, payment is limited up to \$300,000 for legal costs, civil liability, settlements or judgments, and other supplementary payments.
- Payment is limited up to \$5,000 for legal costs in defense against a mold-related claim.

### B. Attorney fees for the defense of criminal proceedings\*\*

Reimbursement for attorney fees and other legal costs up to \$35,000 is available if you are charged with violating a criminal statute in the course of your employment as an educator and you are exonerated from the charges.

### C. Bail bond

Reimbursement up to \$1,000 of bail bond premiums if you must post a bond as the result of an occurrence arising out of your employment as an educator. (The insurance company is not obligated to furnish the bond.)

\* May have state variations, check with your state association.

\*\* State insurance laws do not permit this coverage in New York.

The information in this brochure is a general description of coverage under the NEA EEL Program and is not a statement of contract. All coverages are subject to the exclusions and conditions in the policy which may vary slightly from state to state, depending upon state laws governing the general provision of insurance.

### D. Assault-related personal property benefit

Payment up to \$500 for damage to your personal property when caused by an assault upon you in the course of your employment. (Vehicles and school property are excluded.)

### E. Medical and related arts

Coverage for up to \$1,000,000 per occurrence for indemnification of civil suits for damages arising out of the rendering, teaching and supervising activities of nurses, occupational therapists, physical therapists, dental hygienists and athletic trainers. Each occurrence is subject to a \$3,000,000 aggregate.

### Why do I need liability coverage?

In your work as an educator you are frequently exposed to situations that may give rise to legal actions which can involve your personal liability. If a student or a student's parents file suit against you, the EEL policy will provide you with insurance protection for the vast majority of cases. The program also reimburses you for damage to your personal property in assault-related incidents.

### What is an "occurrence" policy?

The EEL policy covers claims arising out of your covered acts which occur during the contract period, no matter when the claim is later made. Claims arising out of your covered acts, which occurred prior to September 1, 2024, would be covered by that prior year's "occurrence" policy.

### How do I obtain coverage?

If you are an NEA active, educational support, life, student, substitute or retired member who is employed by an educational unit, you are automatically covered by the EEL policy.

### Who pays the cost of the EEL Program?

Basic monetary costs as insurance premiums are paid by the NEA\*.

### Are some activities excluded from coverage?

Yes. Certain activities, which NEA members perform, are excluded. The following are some examples of the major activities that are excluded from coverage under the EEL Program. For further details, please consult your Certificate of Insurance brochure.

### Excluded activities

- Operating vehicles. (Note: Driver training instructors are covered while riding as passengers, and vocational education instructors are covered for their activities during school shop classes. In addition, coverage is provided for the loading and unloading of school buses.)
- Selling or distributing products, including food and beverages. (Note: Home economics teachers are covered for their classroom and laboratory teaching activities and for the sale of products prepared in the classroom. Cafeteria workers are covered for their food preparation and distribution activities.)
- Law enforcement activities, except for those of a security guard.
- Using or supervising the use of firearms, except where this activity involves the use of physical restraint in defending yourself or school property. For further details, please consult your state affiliate.

### Is the EEL program limited to incidents that occur in buildings or on school grounds?

No. The program provides coverage for educational employment activities on and off school grounds including, for example, school-sponsored athletic events, laboratory experiments, shop training, field trips in the U.S. and abroad, and after school clubs. Educational employment activities are those duties that you perform pursuant to the express or implied terms of your employment for an educational unit.

### Does the EEL program cover criminal cases?\*\*

Yes. Attorney fees and court costs up to the maximum of \$35,000 will be reimbursed when the costs are incurred in the defense of a criminal proceeding arising out of your educational employment activities. In most cases, you will be reimbursed only if the proceeding is dismissed or you are exonerated. If, however, the proceeding arises out of an incident involving the administration of corporal punishment, the policy may provide reimbursement, regardless of the outcome.

### Does the EEL program cover Aspiring Educators?

Yes. The EEL program will provide Aspiring Educators with insurance protection for covered lawsuits arising from an occurrence while you are/were a college student performing education employment activities.

# **AEA NEGOTIATION ACCOMPLISHMENTS**

## **(Last 6 years)**

### **2024-2025**

- Fund salary increases, added 3.0%
  - Fund Step and Lanes
  - Added Educator Salary Adjustment (currently \$4200) to the Speech LT salary schedule
  - Updated Occupational Therapist/Physical Therapist and Audiologist salary schedules, including the ESA (4200)
  - Funded 1/7ths for secondary small group (Life Skills and EBD) teachers
  - Contribution of 0.35% to Certified Tier 2 employees' 401k.
  - Added Step 30 to Lanes 5-9 (Teacher and Counselor Salary Schedules)
  - Increases pay for summer days from \$225 to \$250
  - Provides COLA adjustment to East Shore teachers who receive salary through a stipend.
  - Up to 28 hours of paid professional time at daily rate
  - Various changes to the Health Insurance plan
  - Amended transfer process re. if a district split occurred
  - Added two (2) days of family sick for dependent family members
  - Continued parental and adoption leave pilots
  - Added an additional no dock personal day each year
- 

### **2023-2024**

- Fund salary increases, added 2.0%
  - Fund Step and Lanes
  - Added salary adjustment of \$4,200 per HB215
  - Insurance changes as follows:
    - Option 1-Employee \$161.55, EE +1 \$352.26, Family \$507.92
    - Option 2-Employee \$105.81, EE +1 \$229.26, Family \$331.48
    - Option 3-Employee \$91.95, EE +1 \$198.73, Family \$287.72
    - Option 4-Employee \$20, EE +1 \$40, Family \$60
    - Option 5-QHDHP -Employee -\$34.46, EE +1 -\$80.31, Family -\$112.54
    - Option 6-HDHP -Employee -\$146.13, EE +1 -\$326.75, Family -\$466.04
  - \$500 Bonus in November
  - Added \$1,850 to base of salary schedule to elementary specialty teachers, speech language pathologists, occupational therapists, physical therapists, social workers, and psychologists
  - 24 hours of paid professional time per HB489
  - Language Amended Prior Experience and Compensation
  - Language Amended Time Schedule
  - Language Amended Dress and Grooming
  - Language Amended Substitute Teachers
  - Language Amended Sick Leave: Pilot for Parental Leave and Adoption Leave
  - Language Amended Disciplinary Suspension
  - Language Amended Salary Lane Changes
  - Language Amended Retirement Incentives and Eligibility
- 

### **2022-2023**

- Fund salary increases, added 4.0%
- Added \$1,850 to base of salary schedule
- Fund Step and Lanes
- Insurance changes as follows:
  - Plan 1c-Employee \$127.56, EE +1 \$281.40, Family \$403.67
  - Plan 2c-Employee \$77.33, EE +1 \$170.56, Family \$244.66
  - Plan 3c-Employee \$64.84, EE +1 \$143.04, Family \$205.22
  - Plan 4c-Employee \$0, EE +1 \$0, Family \$0
  - Plan 5c QHDHP -\$49.08, -\$108.43, -\$155.49
- Bonus in November
- Language Amended Prior Experience and Compensation
- Language Amended Transfer of Educators
- Language Amended Half Days Without Students
- Language Amended Time Schedule
- Language Amended Dress and Grooming
- Language Amended Attendance at Meetings
- Language Amended Educational Conferences and Conventions
- Language Amended Substitute Educators
- Language Amended Preparation Time
- Language Amended Educator Evaluation
- Language Amended Family Medical Leave
- Language Amended Health and Disability
- Language Amended Personal Leave
- Language Amended Workmans' Compensation
- Language Amended Extended Contracts and Addendas
- Language Amended Job Sharing
- Language Amended Bereavement Leave

## **AEA NEGOTIATION ACCOMPLISHMENTS – PAGE 2**

---

### **2021-2022**

- Fund salary increases, added 4.0%
  - Fund Step and Lanes
  - Fund insurance increases on Base Plan 4
  - 1.00% bonus in November
  - Language Amended LEA-Specific Teacher Licensing
  - Language Amended Prior Experience and Compensation
  - Language Amended Contractual Agreements
  - Relocating to 7000 Series Scope of Employment
  - Language Amended Bullying/Harassment and Hazing
  - Relocating to 7000 Series Acceptable Use Policy
  - Retired policy Early-out Preparation
  - Retired policy Employees Infected with HIV Disease
  - Language Amended Educator Evaluation
  - Language Amended Bereavement Leave
  - Language Amended Personal Leave (increased days to 5, no dock)
  - Language Amended Salary Lane Changes
  - Retired policy Salary and Monetary Agreements
- 

### **2020-2021**

- Fund salary increases, added 1.0%
  - Fund Step and Lanes
  - Fund increase on insurance base plan (4)
  - Increased mental health benefits – 3<sup>rd</sup> party provider
  - Language Amended Transfer of Educators
  - Language Amended Half Days Without Students
  - Language Amended Dress and Grooming
  - Language Amended Attendance of Meetings
  - Language Amended Conferences and Conventions
  - Language Amended Elem Educator Prep and Collab Time
  - Language Amended Educator Evaluation
  - Language Amended Health and Disability
  - Language Amended Personal Leave
- 

### **2019-2020**

- Fund Step and Lanes
  - Fund salary increases, added 5.8%
  - Fund insurance increases on base plan (Plan 4)
  - Equalize secondary extra class payment
  - Language Amended Bullying/Harassment/Hazing Policy
  - Language Amended Personnel Records
  - Language Amended Attendance at Meeting
  - Language Amended Job Sharing
  - Language Amended Standards of Dress and Grooming
  - Language Amended Educator Prep Time
  - Language Amended Elementary Educator Prep Time
  - Language Amended Student Educators
  - Language Amended Health and Disability Leave
  - Language Amended Compensation Salary Index
  - Policy 4028 – Salary Lane Changes
  - Policy 4033 – Retirement Incentives and Eligibility
  - Policy 4048 – Prior Experience
  - Policy 4057 (a) – Educator Evaluation
  - Policy 4087 – Orderly Termination for Certificated Personnel
-