Alpine Education Association
Leadership Information

Please visit our website, www.alpineuniserv.org for information regarding Alpine Education Association, dental, negotiations, district policies, additional benefits and more. Contact information for elected officers and staff is listed below.

ELECTED OFFICERS

Alpine Education Association President:
Michael D. Gowans - 801-367-3862

Alpine Education Association Elementary Vice-President:
Brandon Engles – 801-380-0950

Alpine Education Association Secondary Vice-President:
Derek Smith - 801-602-5147

ALPINE UNISERV STAFF

Alpine UniServ Executive Director:
Glenda Anderson - 801-224-2055 x 1

Alpine UniServ Director:
Tom Stauss – 801-224-2055 x 3

Alpine UniServ Administrative UniServ Dental Associate:
Annie Council - 801-224-2055 x 2

Alpine UniServ Administrative UniServ Associate:
Kenna Harrison - 801-224-2055 x 5

Alpine UniServ Administrative UniServ Associate:
Shea Chipman - 801-224-2055 x 4

As a member of the

Alpine Education Association

you have Complimentary Life Insurance
through your membership.

Please Register Today!

https://www.neamb.com/products/nea-complimentary-life-insurance

Years of continuous membership	Death Benefit	AD&D Benefit	Occupation / Association Leader AD&D Benefit	Unlawful homicide while at work
1 Year	$1,000	$1,000	$50,000	$150,000
2 Years	$1,000	$2,000	$50,000	$150,000
3 Years	$1,000	$3,000	$50,000	$150,000
4 Years	$1,000	$4,000	$50,000	$150,000
5 Years or more	$1,000	$5,000	$50,000	$150,000

DEXTER & DEXTER
ATTORNEYS AT LAW

DISCOUNT FOR MEMBERS OF ALPINE UNISERV

Dexter & Dexter, Utah's Full-Service Law Firm, is the exclusive provider of legal services to Alpine UniServ members through the NEA/UEA Attorney Referral Program. Each of Dexter & Dexter's attorneys focuses on just one or two areas of practice, so as to expertly serve their clients' legal needs.

Dexter & Dexter offers a free consultation and a discount of 33% for services relating to Real Estate, Wills & Estates, Domestic Relations (Divorce & Family Law) and Consumer Protection to all dues-paying members of Alpine UniServ and their immediate family members. Additionally, services for other areas of practice including Accidents & Injuries, Bankruptcy, Business, Criminal Defense, Personal Injury and Medical Malpractice are offered at a discount of 15% to Alpine UniServ members.

Contact Dexter & Dexter 24 hours a day, seven days a week for a free consultation at 801-225-9900, toll-free at 800-DexterLaw, or email us at Info@DexterLaw.com. We look forward to meeting the needs of you and your family.

ACCIDENTS & INJURIES
BANKRUPTCY
BUSINESS/LLC/TAX
CRIMINAL DEFENSE/DUI
DIVORCE & FAMILY
MEDICAL MALPRACTICE
REAL ESTATE/PROBATE
WILLS/TRUSTS/ESTATES

Free Consultation

DEXTERLAW.COM

801-225-9900

UNIVERSITY OFFICE PARK • 1360 S 740 E • OREM

UTAH'S FULL-SERVICE LAW FIRM ©

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, 887 East Pontiac Dr., Ste. 6, Murray, UT 84107:

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 801-417-0239 or 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

Policy 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: 887 East Pontiac Dr., Ste. 6 Murray, UT 84107

Insured: NEA Members as defined in Part V(I)

Policy number: NEA_UT00001_P-15

Policy period: This policy applies to occurrences which take place during the twelve month period starting at 12:01 AM 09/01/26 and expiring at 12:01 AM 09/01/27.

Coverages and 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 claims, not to include any other claims
- $3,000,000 total aggregate per member for all claims, including but not limited to 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 total aggregate per member for all claims, aggregate for all claims, including but not limited to any 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

- $2,500 per assault

Coverage E — Medical and related arts

- $1,000,000 per member per occurrence, subject to a $3,000,000 total aggregate per member for all claims

LOCKTON AFFINITY | nea NATIONAL EDUCATION ASSOCIATION nea.org

NEA Educators Employment Liability Program

Professional Liability Insurance Overview

2026-2027 Program Year

nea
NATIONAL EDUCATION ASSOCIATION
nea.org

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 total aggregate per member 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* total aggregate per member 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 $2,500 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 member per occurrence for indemnification of civil suits for damages arising out of the rendering, teaching and supervising activities of dental hygienists, nurses, occupational therapists, psychological therapists, speech pathologists, physical therapists, audiologists and certified athletic trainers. Each member is subject to a $3,000,000 total aggregate per member for all claims.

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, 2026, 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.
- The use of firearms, except when using reasonable force to protect persons or property, or physical restraint in an attempt to gain control or possession of a firearm. 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.

Certificate of Insurance

Utah Education Association National Education Association Educators Employment Liability Insurance

Great Public Schools for Every Student
2026-2027

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.

Policy number: NEA_UT00001_P-15

Participating unit: Utah Education Association

Address: 887 East Pontiac Dr., Ste. 6 Murray, UT 84107

Insured: NEA Members as defined in Part V(I)

Policy period: This policy applies to occurrences which take place during the twelve-month period starting at 12:01 AM 09/01/26 and expiring at 12:01 AM 09/01/27.

Coverages and 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**
  - $2,500 per assault
- **Coverage E — Medical and related arts**
  - $1,000,000 per member per occurrence, subject to a $3,000,000 limit per occurrence

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, 887 East Pontiac Dr., Ste. 6, Murray, UT 84107:

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 801-417-0239 or 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.

NATIONAL EDUCATION ASSOCIATION
nea.org

Great Public Schools
for Every Student

EDUCATORS EMPLOYMENT LIABILITY (EEL) PROGRAM

If you are involved in any situation which you believe is covered by the EEL Program, notify your local UniServ office or state association. In an emergency, contact Nautilus Insurance Company directly.

How to file a claim

Send a copy of any legal documents and a brief description to:

Nautilus Insurance Company
C/O Sedgwick Claims Mgmt, Inc.
Attention: Intake - Account #7744

Mail: PO Box 183188
Columbus, OH 43218

Fax: 973.404.1040
Email: 7744BerkleyNEA@Sedgwick.com

Underwritten by Nautilus Insurance Company

1

Card GE0001 (9/2025)

NEA member coverage

Up to $1,000,000 in damages if you are sued for liability arising out of your educational employment activities.*

Up to $300,000 in coverage if you are sued in an employment-related matter that involves civil rights violations.*

Up to $35,000 for attorney fees** if you are charged in an employment-related criminal matter.

Up to $1,000 reimbursement for bail bond premium if you are arrested in an employment-related criminal matter.

Up to $2,500 for personal property damage if you are assaulted on the job.

**Subject to $3,000,000 per member aggregate liability limit for all claims, and $9,000,000 per member aggregate in legal defense for all claims.*
***You must be exonerated, except in cases of corporal punishment.*

All coverages are subject to the terms and conditions of the EEL Program insurance policy, which may vary from state to state.

NEA Member Benefits

Programs & Services

2026 - 2027

Get Started Today → neamb.com/start

Join the millions of NEA members enhancing their financial wellbeing with exclusive benefits and support from NEA Member Benefits

1.5M+
members save on travel, shopping, dining and entertainment

50K+ members
receive an average of
$39K
in student loan debt forgiveness

Access member-only benefits and resources that preserve and protect what matters most.

Go to → neamb.com/start

Money

Stretch your hard-earned dollars further with financial benefits and resources

- **Credit Cards** with cash bonus and cash back offers, low intro APR offer and more benefits for you
- **Personal Loans** with competitive rates and an easy application process that helps you consolidate debt or fund larger expenses like home improvements and life events
- **Student Loans** with special discounts, loan term options and no application fees to help further your education

Retirement

Create a retirement plan that gives you peace of mind and excitement about what's ahead

- **Self-Guided Planning** offers online tools and guidance to create and manage your own investments
- **Professional Planning** connects you to an expert who will help you design and manage your retirement plan

Health & Wellness

Discover programs that support your family's health and wellness needs

- **Dental and Vision Insurance Coverage** that is comprehensive and easy to use
- **Retiree Health Program** can help you with costs not covered by Medicare
- Receive reimbursement for vet bills with the **Pet Health Insurance Program**

Life & Accident Insurance

Protect your loved ones with insurance that helps you plan for the unexpected

- **No-Cost Life Insurance** options are available to you as an NEA Member
- **Life Insurance Plans** designed to protect your loved ones
- Get coverage for major events and accidents with **AD&D Insurance Plans**

Auto & Home Insurance

Protect your home and car for less with member discounts

- **Auto & Home Insurance** provides special savings on the coverage you need
- **Renters Insurance** helps protect you and your personal property while renting
- Access your member discount on customized coverage with **Condominium Insurance**

Travel Discounts

Treat yourself to more travel with discounts designed with your needs in mind

- Save on your next vacation with discounts on **hotels, resorts and car rentals**
- Explore exciting destinations for less with deals on **cruises and guided tours**
- Book flights to thousands of destinations **around the world**

Hardship Assistance

Get help when you're facing disaster or job loss

- **Impacted by a natural disaster?** You may be eligible for help from our hardship assistance fund
- **Job Layoff Assistance** is available to support your next steps
- **Partner Resources** can help you navigate financial challenges

Shopping Discounts

Shop more and explore more with deals designed for you

- Save more with **Discounts** on everyday shopping and dining
- Enjoy **Discount Tickets** to sporting events, shows, museums, theme parks and more (including Disney)
- Get up to **$2,000 in post-sale benefits** when you buy your next new or used car

Pro-Tip:

Unlock your No-Cost Benefits now and start saving today!

Exclusive **Complimentary Life Insurance Coverage** is available at no cost to you. **Name your beneficiaries today!**

Find Student Debt Relief by learning how much you can save

Get $1,000 in NEA Savings Dollars to use toward your next vacation

neamb.com/start

Are you making the most of your NEA Membership?

Experience exclusive benefits, vacation giveaways, year-long support and savings that add up!

Register today to:

- → Receive **$1,000 NEA Savings Dollars**
- → Designate a beneficiary for your **Complimentary Life Insurance Coverage**
- → Find out if you're eligible for **student loan forgiveness** and manage your student debt with the **NEA Student Debt Navigator**

neamb.com/start

Enter the **NEA Member Benefits Annual Giveaway!**

As a member, did you know you have special access to sweepstakes giveaways throughout the year?
Enter the NEA Member Benefits Annual Giveaway for a chance to win exclusive rewards, cash prizes and other exciting surprises. Don't miss out - enter today!

ENTER THE SWEEPSTAKES:

neamb.com/sweepstakes

Connect With Us

Get started today!
www.neamb.com/start

Follow us on Facebook and Instagram
@NEAMemberBenefits

Need membership support?

Call the Member Advocacy Center:
1-800-637-4636

Hours:
8am-7pm ET Mon. - Fri.

Being an NEA member means

No-Cost Benefits

Your No-Cost Benefits are Waiting for You.

NEA Introductory and Complimentary Life Insurance and Student Debt Navigator are no-cost benefits that are generously provided by the Members Insurance Trust.

NEA® Introductory Life[1,2,3]

Life insurance protection, exclusively for NEW members

NEA® Complimentary Life Insurance[1,2,3]

Life insurance protection for members

NEA Travel Program[4]

Sign up and get $1,000 Savings Dollars to help you save on hotels, car rentals, cruises, tours and more

NEA Shop & Dine Program[4]

Maximize your membership with savings on dining, gift cards and instant cash back on everyday shopping

Student Debt Navigator[2]

A 1-year, paid subscription to the Student Debt Navigator – members who use this tool save an average of $2,000 annually on their student loans

LEARN MORE | neamb.com/NoCost

[1]NEA Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. 1067017-00001-00. [2]Provided by the NEA Members Insurance Trust. [3]NEA Retired members are eligible for the $50,000 Accidental Death & Dismemberment coverage only while acting on Association business in the capacity of an Association Leader. Life members must be actively employed in the field of education. [4]NEA Savings Dollars cannot be applied towards flights, cash back rewards (via Shopr Rewards) and restaurant.com gift cards.

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NEA Member Benefits

LEARN MORE

neamb.com/Start

[1]NEA Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. 1067017-00001-00. [2]Provided by the NEA Members Insurance Trust. [3]NEA Retired members are eligible for the $50,000 Accidental Death & Dismemberment coverage only while acting on Association business in the capacity of an Association Leader. Life members must be actively employed in the field of education. [4]Travel Dollars cannot be applied to flights booked through the NEA Travel Program. [5]Services are offered through **Security Distributors**, an indirect subsidiary of SBL Holdings, Inc. (Security Benefit).

START
maximizing your membership

Designate or update a beneficiary for your **NEA Complimentary Life Insurance**

Invest in yourself and your future with the **NEA Retirement Program**

Claim **$1,000 NEA Savings Dollars** to start saving on the cost of hotels, car rentals, cruises and more through the NEA Travel Program

Access members-only tickets to concerts, amusement parks, sports events, movies and more with the **NEA Discount Ticket Program**

Discover student loan forgiveness programs through the **NEA Student Debt Navigator**

START TODAY→ **neamb.com/Start**

UEA MEMBERS: BEST PRACTICES *for* TWITTER & FACEBOOK

As educators, we are held to higher standards than the rest of the working world. It's a responsibility that we take very seriously. That's why UEA urges its members who have personal social media accounts to follow these simple practices to avoid any issues:

1. Make sure you read and follow your district's social media policy; it's required by law.

2. Review each site's privacy settings.

3. Do not affiliate your social media accounts with your work email address. People can search for you by your email address.

4. Do not use the same password for multiple accounts. For example, do not use the same password for your Facebook, Twitter, and email accounts.

5. Consider carefully how what you post could be interpreted. Humor, especially sarcasm, is extremely difficult to convey.

6. Never post information about your job online, especially about students. People have lost their jobs for things they have posted. Never post anything you mean to be funny about your boss or students.

7. Never post during work hours or using work materials, such as a computer. Even if you use your own personal laptop or smartphone at work, you could have a problem, particularly if you are posting when you are supposed to be performing your duties. Remember, Twitter, Facebook, and other social networking sites have time and date stamps on comments so people can see when you posted something. If you're on your district's WiFi, they can see what apps you are using.

8. Even if you are not "friends" or "following" a manager or co-workers, people can find your information online and so-called friends may share it with your boss by printing it out, taking a screenshot, or showing them the information on a smartphone.

9. Do not "friend" or "follow" students or their parents. If you are using social media for education-related activities, make sure to have it approved in writing by your supervisor and create a different account; do not use your personal account.

10. Be careful with abbreviations. Twitter only allows 280 characters per tweet; many times, you must shorten or abbreviate your message. Make sure you re-read your post carefully before you submit it.

11. Do not share where you are with any social media sites. You never know who is accessing your information, or why. Be safe and only post your location after the fact.

12. Always exercise good judgment when posting anywhere online. Don't let emotion overwhelm common sense. Be careful when using capital letters as this is considered "shouting" online.

13. Be judicious in posting photos online, especially if they are not something you would want to be shown at a school board meeting. User policies can vary – you may be allowing the company the right to use them any way they would like. Never post photos of yourself holding alcoholic beverages or wearing inappropriate attire.

14. Monitor photos in which you are "tagged." When someone uploads a picture of you and tags it with your name it can be viewed unless you have properly set your privacy settings. In addition, be careful of photos in which others are behaving in a risqué manner as you will be viewed as guilty by association.

The bottom line: Be safe online and think twice before posting. Your career is worth the caution!

UEA

Together we're stronger. Together we're heard.

UEA and NEA Member Benefits programs help you stretch your paycheck through discount rates on insurance and other money-saving programs.

Offset the cost of your membership dues by using the UEA Access to Savings and NEA Member Benefits Programs.

HOW DO I GET STARTED?

REGISTER ONLINE

Register on **myuea.org** under Discounts for UEA Members and create a member login and password.

UEA ACCESS MEMBER DISCOUNTS APP:

- Search for the My Deals Mobile® app.
- Already have an account? Enter your Access email and password to log in.
- New user? Enter your email address and create a password. If prompted, enter "UEA Access to Savings" as the Organization Name and have your 10-digit UEA ID Number ready to complete registration.

For additional information on member benefits, **scan the QR code:**

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For additional information on member benefits, **scan the QR code:**

DO NOT DUPLICATE OR ALTER WITHOUT EXPRESSED WRITTEN CONSENT OF THE UEA.

UEA Member

Social Media Guidance

Protect students, your privacy and your professional voice.

Social media can help educators connect, share ideas and advocate for students and public education. These practices can help protect you, your students and your career.

Know the rules

Review your district's policies for social media, electronic communication, employee conduct and technology use. District policies may apply to personal accounts when online activity affects the school community.

Protect students and maintain boundaries

- Use district-approved platforms for school-related communication.
- Avoid private, one-on-one communication with current students through personal accounts.
- Do not connect with students on personal social media unless district policy clearly permits it.
- Follow district procedures before sharing student photos, videos, recordings or identifying information.
- Use only approved artificial intelligence tools when student, personnel or confidential information is involved.

Get support when problems arise

Save screenshots and document harassment, impersonation, threats or concerning messages. Report the content through the platform when appropriate. Contact your local association or UniServ director if an administrator questions a post, asks you to remove content or begins an investigation or disciplinary process. Get support before providing a written statement or making decisions that could affect your employment.

Keep personal and professional activity separate

- Do not use your work email for personal social media accounts.
- Make clear when you are expressing your own views.
- Do not use district names, logos or accounts in ways that suggest your views are official.
- Follow district rules when using its devices, networks, accounts or work time.
- Remember that privacy settings cannot prevent posts, comments or messages from being copied and shared.

Pause before posting

Ask yourself:

- Is it accurate?
- Does it reveal private or confidential information?
- Could the tone be misunderstood?
- Would I be comfortable if a student, parent, administrator or reporter saw it?

Avoid posting in anger or escalating an online argument. Screenshots can reach audiences you never intended.

Call 911 when there is a threat to someone's safety.

This resource provides general information, not legal advice.
District policies, negotiated agreements and individual circumstances may affect how the guidance applies.