



Association Representative Guidebook



2026-2027 MEMBERSHIP APPLICATION

ALPINE/Utah/National Education Associations



Return form to your Association Representative or send to:

MIKE GOWANS by District mail to Westlake High School, or regular mail to:
Alpine Education Association 557 W. Center St. Pl. Grove, UT 84062



JOIN ONLINE. It's safe and secure!

Member #: _____

SOCIAL SECURITY NUMBER – LAST FOUR XXX-XX-_____		DISTRICT EMPLOYEE NUMBER		HIRE DATE (MM/DD/YYYY)		BIRTHDATE (MM/DD/YYYY)		☐ NEW HIRE ☐ PAST ASPIRING MEMBER	
LEGAL NAME (FIRST, MIDDLE, LAST)				LOCAL ASSOCIATION (SCHOOL DISTRICT) ALPINE					
PREFERRED NAME / NICKNAME		☐ FEMALE ☐ MALE ☐ GENDER EXPANSIVE/NON-CONFORMING ☐ SELF IDENTIFY: _____		CURRENT SCHOOL/WORK LOCATION			PREVIOUS MEMBER TRANSFERRED FROM		
ADDRESS				NONWORK EMAIL (PREFERRED)					
CITY		STATE		ZIP		WORK EMAIL			
CELL PHONE* ()		SECONDARY PHONE ()		SUBJECT				GRADE	
POSITION (Major Assignment)		☐ CLASSROOM TEACHER ☐ INSTRUCTIONAL SPECIALIST ☐ COUNSELOR ☐ ADMINISTRATOR (Directly Hires, Evaluates, Transfers, Disciplines or Dismisses) ☐ SPEECH/HEARING THERAPIST ☐ LIBRARIAN/MEDIA SPEC ☐ SPECIAL ED ☐ COACH ☐ CURRICULUM SPEC ☐ PSYCHOLOGIST ☐ OTHER: _____							
RACE (Optional)**		☐ WHITE ☐ ASIAN ☐ BLACK ☐ LATIN(O/A/X), HISPANIC, AND CHICAN(O/A/X) ☐ NATIVE AMERICAN/ALASKA NATIVE ☐ NATIVE HAWAIIAN/PACIFIC ISLANDER ☐ MIDDLE EASTERN OR NORTH AFRICAN ☐ MULTI-RACIAL ☐ UNKNOWN ☐ SELF IDENTIFY: _____							
MONTHLY DUES DEDUCTION		EFT/ACH by AEA (12) Deductions				Children At Risk Foundation (CARF)*** (optional)			
		☐ FULL-TIME		☐ HALF-TIME		Yearly amount			
		\$73.09		\$37.92		Any amount you choose			
Dues payments are not deductible as charitable contributions for federal income tax purposes.									
☐ EFT - Electronic Funds Transfer Go to the SmartPay link on our website to set up your account, or on the reverse side of this form there is a QR code that will take you there. First Dues for Sept. will be on or around Oct 1st. www.alpineuniserv.org				The Alpine Education Association (AEA) / Utah Education Association (UEA) is hereby authorized and directed to deduct the specific sum certified by AEA/UEA and to pay the dues to AEA/UEA by EFT or Credit Card as indicated. I may revoke this dues deduction authorization by submitting a written directive to the AEA/UEA or its designated local. Electronic funds transfer (EFT) withdrawals for monthly payments are made on or about the First (1 st) of each month. Credit card deductions will be on the third day of each month or the next business day if the third falls on the weekend. I hereby agree to pay to the AEA/UEA annual dues for the current membership year and each year thereafter.					
☐ Check/Cash									

* By providing my cell phone number, I understand that the National Education Association (NEA) and its affiliates, Alpine Education Association, Utah Education Association, NEA Member Benefits, and NEA360 may use automated calling techniques and/or text message me on a periodic basis. These entities will never charge for text message alerts. Carrier message and data rates may apply to such alerts.

- ☐ **YES to Membership Commitment** – I want to join with my fellow employees and become a member of the Alpine and the Utah Education Associations, and the National Education Association. I hereby request and voluntarily accept membership in these associations and agree to abide by the Constitution and Bylaws of all three associations. I hereby designate and empower the Alpine Education Association as my exclusive bargaining agent.
- ☐ **YES to Annual Payment Authorization** – I further agree to pay the annual (September 1 - August 31) dues, fees, and assessments required for membership in the three associations and to continue to do so each membership year unless I cancel as set forth below. The annual dues, fees and assessments required for membership in the three associations are subject to periodic change by the governing bodies of the associations. I agree to pay on a continuing basis, by any payment method accepted by the UTAH EDUCATION ASSOCIATION, and regardless of my membership status, the modified annual dues, fees, and assessments established by the governing bodies of the three associations unless I provide written notification to the UTAH EDUCATION ASSOCIATION between August 1 and August 31 of the membership year immediately preceding the membership year in which the payments are to be cancelled.

I UNDERSTAND THIS AGREEMENT IS VOLUNTARY AND IS NOT A CONDITION OF EMPLOYMENT AND THAT I HAVE THE LEGAL RIGHT TO REFUSE TO SIGN THIS AGREEMENT WITHOUT SUFFERING ANY REPRISAL.

MEMBER'S SIGNATURE	DATE
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REFERRED BY

By electing to use my electronic signature, I represent that I understand this electronic signature constitutes my actual signature for all purposes of this document and confirms my understanding and agreement to what is included in this document.

EFT INFORMATION NEEDED – DO NOT WRITE IN THIS SECTION! GO TO QR CODE OR LINK TO THE RIGHT. ▶	QR Code or Link for SmartPay
This is the information you will need when you click on the SmartPay link or scan the QR Code to the right. Name on Account: Billing Address: Bank Name: Account Type: ☐ Checking ☐ Savings Bank Routing # (9 digits): _____ Bank Account #: make sure to include and zeros if you have them in front of your account number 	QR CODE TO SMARTPAY   LINK TO SMARTPAY IF THE QR CODE ABOVE DOES NOT WORK ▼ OR GO DIRECTLY TO: www.alpineuniserv.org Click on SmartPay in the middle of the webpage.

****Race and Ethnicity** – Race and Ethnicity information is optional and failure to provide it will in no way affect your membership status, rights or benefits in NEA, UEA or any of their affiliates. This information will be kept confidential.

*****Children At Risk Foundation (CARF)** – CARF is a nonprofit foundation whose aim is to improve education, health and opportunities for at-risk students. A voluntary contribution to the Children at Risk Foundation of \$1.00 is suggested.

PRORATED DUES BY MONTH

Alpine Education Association						Alpine Education Association					
Prorated Dues Table over 12 months for SmartPay						Prorated Dues Table over 12 months for SmartPay					
2026-2027						2026-2027					
Full-Time						Part-Time/Intern					
Month	NEA	UEA	AEA	Monthly Deduction		Month	NEA	UEA	AEA	Monthly Deduction	
September	234.00	577.03	66.00	73.09	for 12 months	September	133.50	288.50	33.00	37.92	for 12 months
October	214.50	528.94	66.00	73.59	for 11 months	October	122.38	264.46	33.00	38.17	for 11 months
November	195.00	480.86	66.00	74.19	for 10 months	November	111.25	240.42	33.00	38.47	for 10 months
December	175.50	432.77	66.00	74.92	for 9 months	December	100.13	216.38	33.00	38.83	for 9 months
January	156.00	384.69	66.00	75.84	for 8 months	January	89.00	192.33	33.00	39.29	for 8 months
February	136.50	336.60	66.00	77.01	for 7 months	February	77.88	168.29	33.00	39.88	for 7 months
March	117.00	288.52	66.00	78.59	for 6 months	March	66.75	144.25	33.00	40.67	for 6 months
April	97.50	240.43	66.00	80.79	for 5 months	April	55.63	120.21	33.00	41.77	for 5 months
May	78.00	192.34	66.00	84.09	for 4 months	May	44.50	96.17	33.00	43.42	for 4 months
June	58.50	144.26	66.00	89.59	for 3 months	June	33.38	72.13	33.00	46.17	for 3 months
July	39.00	96.17	66.00	100.59	for 2 months	July	22.25	48.08	33.00	51.67	for 2 months
August	19.50	48.09	66.00	133.59	for 1 month	August	11.13	24.04	33.00	68.17	for 1 month



2026-2027 Association Representative Meeting Schedule

THURSDAY, August 6th - Viewpoint Middle in room D119 (Orchestra Room)

Rep kickoff at 9:45 AM at Viewpoint Middle in room D119 (Orchestra Room)

New Teacher Luncheon from 11:45 – 12:45

Professional Development Center is located at 575 N. 100 E. American Fork

First Monday of the Month:

September 14- Second Monday due to Labor Day, Location PDC at 4:15

October 5- Location PDC at 4:15

November 2 - Via Email or Google Meet

December 7 - Via Email due to AEA Movie in December

January 11 - Location PDC at 4:15

February 1- Location PDC at 4:30

March 1 - Location PDC at 4:15

April 12 - Second Monday due to Spring Break, Location PDC at 4:15

****May 3 - Location PDC at 4:15**

****May 10 - Location PDC at 4:15**

****ONLY ONE MAY REP MEETING WILL BE HELD. PLEASE PUT BOTH ON YOUR CALENDAR AND WE WILL KEEP YOU POSTED AS TO WHICH DATE TO ATTEND AFTER NEGOTIATIONS ARE COMPLETE**



AEA/Alpine UniServ Board

2026 - 2027 Board Meeting Schedule

Board Meetings will be held at:

ALPINE UNISERV OFFICE, all but the first two.

557 W. Center Street, Pl. Grove, UT at 4:15 p.m.

Last Monday of the Month (most of them)

July 27 – at Jim's Restaurant in Am. Fork

August 31 – at Jim's Restaurant in Am. Fork

September 28

October 26

November 30

January 25

February 22

March 29

April 26

May 17 or 24

Alpine Education Association Representative Job Description

Attend the Alpine Education Association Rep meetings (see Rep meeting schedule). If you are unable to attend, arrange for the alternate to represent your school.

Conduct a monthly Alpine Education Association meeting for members in your building to share the Association information. (See "How to hold a 10 minute meeting" flyer.)

Represent colleagues in your building when asked. Call the Association for assistance when you feel it is needed. (See "Checklist for Handling Problems" flyer.) Listen, communicate, and follow-up with concerns. Call and inform your Association President or Alpine UniServ Office (801-224-2055) of concerns and questions.

Distribute the Alpine Education Association material and information to members in a timely manner after Rep meetings.

Familiarize faculty with the Contract Agreement, make members aware of the Alpine School District Certified Employee Agreement Booklet, and learn how to find the information on the District website.

Conduct the Alpine Education Association elections at your school and return ballots to the Alpine UniServ office. Show the faculty how to conduct UEA elections on-line.

Assist in the recruiting of non-members to join Alpine Education Association. Call the Membership Chair or ask Alpine UniServ for assistance, if needed.

Help the Association locate participants for committees, phone banks, political campaigns, and other short-term activities.

BE PROFESSIONAL, RESPECT OTHERS, AND NO TRASH TALK!

Mike Gowans
Brandon Engles
Derek Smith
Alpine UniServ

mgowans@alpinedistrict.org
bengles@alpinedistrict.org
dereksmith@alpinedistrict.org
801-224-2055

CHECKLIST FOR HANDLING PROBLEMS AT THE INITIAL STEP

1. PROBLEM SOLVING

- ☐ Listen to the problem
- ☐ Ask questions
- ☐ Don't personalize the issues
- ☐ Take notes, keep a record
- ☐ Record names, dates, times
- ☐ Ask the member what they would like to do about the situation. Put the responsibility for making a decision back onto them. Remember, sometimes they just want to get the matter off their chest.
- ☐ Repeat the problem in your own words to the member.
- ☐ Refer the member to the UniServ Director or the AEA Board President.



2. THE UNISERV OFFICE WILL GET THE FACTS

- ☐ Check the professional agreement, district policies and/or master contract.
- ☐ Check timelines that have been documented
- ☐ Check grievability
- ☐ Seek advice from UniServ Office, and/or local president



3. PRESENTING PROBLEMS

- ☐ It is the right of the Association member to have someone present at any meeting with the principal. They will attend as a witness to what is said. Document anything that may be helpful. Many times just being there helps diffuse the situation. This is step one in the grievance procedure.

10-MINUTE MEETINGS

Alpine Education

Association

Purpose

Association Representatives strengthen and support AEA membership at their schools/sites by holding regular AEA Building Meetings – referred to as 10-Minute meetings. Regular 10-minute meetings:

- Give you an opportunity to hear from your members regarding their issues/concerns/interests;

- Gives your members a voice at their school/site and in the AEA;

- Allows the opinions and ideas of members to be included in the AEA decision-making process; and

- Gives you an opportunity to communicate important information to your members, like negotiation updates, legislative updates, current policy issues being addressed by the AEA.

Non-members recognize when the AEA is active at a school, and while non-members do not attend 10-minute meetings, they will know you and the AEA are actively meeting with their members.

Sample Agenda
10-Minute Meeting

2 minutes – Give a brief overview of major topics covered at the most recent AR meeting. This keeps our members informed.

4 minutes – Talk about a current issue and see a consensus. This tells our members that you value everybody's ideas and suggestions.

3 minutes – Review a current issue close to the hearts of the members you know best. While this may not be a burning issue for all of the members, it should be important to those at your school.

1 minute – Tell our members about a recent Association success and thank them for their support. This will encourage members to be positive.

Time's up!- Ask members to leave their ideas, suggestions, or questions at the door.

THANK THEM FOR COMING.

ONE-ON-ONE CONVERSATIONS

Alpine Education Association

Strengthening our Alpine Education Association (AEA) membership and growing our AEA membership is primarily focused on **building relationships** and finding common ground. Personal relationships are key. It is difficult to mobilize people effectively, if we don't know what matters to them and what motivates them. Through face-to-face, **one-on-one conversations**, we gain that **understanding** and build **trust**, which helps strengthen our members and to grow our AEA membership. We know this takes time, but do the best you can with the time you do have.

Sample One-On-One Conversation Outline

Opening: Explain why you are meeting – trying to get to know all the educators at the school.

Introduce Yourself: Briefly introduce yourself and help them get a sense of who you are and what's important to you. Explain why you belong to the AEA.

Focus on the Teacher:

Tell me about yourself

Why did you go into public education?

Why did you choose to work for Alpine School District?

What educational areas/issues are you most interested?

How are things going for you in your classroom?

What things do you think could be done differently, and what would make your job easier?

Agitate Around the Teacher's Interests/Issue/Concerns:

How are these issues affecting you?

Who has the ability to make changes in these areas?

Do you have thoughts on how improvements might be made?

How could things be better if you had a voice in making those changes/decisions?

Assess:

Can any of the interests/issues/concerns be addressed by the AEA?

Perhaps schedule a follow-up meeting.

Invite the teacher to get involved: Co-Chair a committee; attend a meeting/training; sign a petition/wear a button; sit on an association committee (if a member); participate in a political campaign/legislative hearing, etc.

Close:

Who are the other leaders in the building/who are the teachers whose opinion you respect on teaching and other matters? Who else do you think I should talk to?

HELP WITH THE HARD QUESTIONS

Experience has shown that some questions about the Association arise time and time again. We call them the “hard questions” because nonmembers are sometimes more comfortable asking them than recruiters are answering them. Following are a few of those common questions and some suggested ways you can respond. Keep in mind that these are merely guidelines; they’re no substitute for your personal creativity and ingenuity!

I can’t afford it.

You can’t afford not to! Dues are an investment in maintaining previous achievements and building for the future. For free legal protections, representation services, professional development opportunities, negotiations services, discount buying services, and more—it’s a pretty small investment. Many of us could say we can’t afford it, but the fact is that salary and benefits will never improve unless all of us work together.

I get it all without joining.

Oh no, you don’t. Many Association benefits are not available to nonmembers. Sure a non-joiner gets the same pay increase as everyone else, but what if you need legal help? School boards know how many people the Association represents...and the fewer there are of us, the lower the salary increase is likely to be to share with you. Representing only some of the unit members isn’t enough; 80 percent isn’t enough. Joining shows the school board, the county council/commissioners—and the legislature—that all of us are together behind the Association.

I don’t like unions.

A “union” is no more than a name that an organization of employees chooses to call itself. Because we do far more for members than simply provide bargaining support, we choose to call our organization an “association.” Whatever we call ourselves, the fact remains that we’re an organization of people helping people. We can be no better—or worse—than our members allow us to be by their support.

I don’t think we should be involved in politics.

You have a right to believe that, and you have a choice whether you want to contribute to the political action fund. You should know, however, that being in politics makes a difference. We can only make things better! Staying out of the system means you are ignored by those in the system.

I'd join the local, but not UEA or NEA.

There is really only one Association, and its whole is stronger than the sum of its parts. By joining together, the local, state, and national organizations are more efficient and effective than each could ever be individually. If our local were to attempt to provide just legislative lobbying and legal services alone, our dues would be \$1,000 or more! Besides, much of the information we use in bargaining and grievances is provided at no extra charge by the UEA and NEA. On top of that, a significant percentage of our UEA and NEA dues money comes back to fund local needs through our UniServ staff and other programs in our local.

Why should I pay dues this year when I got little (or no) raise?

Now is not the time to back away from the only group that is out there working for you. Without the strong support of UEA and local lobbyists, state funding for education could have been cut, and we could be facing layoffs and pay cuts. Remember, no salary increase, benefit, or right is given freely by school boards or politicians! Association dues give us the resources we need to win the salaries and benefits we deserve.

My spouse belongs; I don't need to.

Membership isn't altogether unlike an insurance policy. If one of you has an accident, it doesn't help if the other is covered. The same thing applies if one of you needs legal assistance. Membership benefits come with membership. Unless both of you join, you are giving only half support to your own cause. We need strength and numbers in local negotiations and in state and nationally lobbying. Both of you have a big stake in the success of your Association. Both should support it.

I don't agree with a lot of what the Association does.

Of course, it's your privilege to disagree. Few people agree with 100 percent of anything! But the Association prides itself on being a democratic organization. Members directly influence the decision-makers through a representative process at all levels of the organization. As a member, you have dozens of opportunities to influence and change the direction of the Association if you disagree. But if you're not a member, you can't change a thing!

I don't like the NEA's position on (fill in the blank).

NEA's policies, legislative goals, and resolutions are adopted by a democratic process by nearly 10,000 delegates to the annual NEA Representative Assembly. Some policies are unanimously supported, some are not. Some in fact, have strong minority opposition.

Association opponents often pick up on certain controversial issues and distort or exaggerate NEA's positions by using slick propaganda techniques to further their own cause and/or collect money. The truth is that dues money is rarely used to support these controversial resolutions.

The heart of NEA—and its budget and priorities—lies in its wide range of mainstream programs and services like local support, education legislation, professional publications, professional development workshops, etc. That's why most education employees in Utah belong to the Association (Be ready to produce the exact language of a specific resolution the prospect objects to. Often, the person has only heard about it, not actually read it in its entirety.)

I don't think UEA should support "bad" teachers.

Our justice system is based on the premise that a person is innocent until proven guilty. That's why the Association supports the right of every member to his or her full due process rights. That is an established principle, not something that is decided on a case-by-case basis. We provide financial support to make sure that members' rights are not violated through any legal or grievance-related hearings. We do not, however, provide legal or financial support to convicted felons.

The UEA and NEA don't do anything for kids.

Everything the Association does from lobbying for more money for schools to striving to give educators a stronger voice in their classroom is designed to ultimately improve learning opportunities for Utah's students.

And one of the major jobs of the Association is enhancing the image of public schools! We work actively to help American's think about public education in a positive way.

TIPS FOR BEING AN EFFECTIVE ASSOCIATION REPRESENTATIVE

Alpine Education Association

1. Be the first person to welcome new employees to your school.
2. Establish relationships with everyone!
3. When conversing with a prospective member, be persistent, but not forceful (don't have people avoiding you).

4. Celebrate new members:

Turn in applications quickly and supply new members with important information to enable them to immediately take advantage of membership benefits.

Email all the staff to celebrate new members.

Celebrate them at faculty meetings.

Put their names on the Association Bulletin Board.

5. Make certain you keep your members informed:

Always provide latest information via hard copy, email, text, etc. When forwarding an email or electronic info, always include a positive, personal message with a reference to our associations.

As appropriate, forward to the whole school so the nonmembers are continually reminded of everything the AEA, UEA, and NEA are doing on their behalf.

Keep the Association Bulletin Board up-to-date, and refer people to it on a regular basis.

Encourage members to participate in association activities.

6. Your administrator is NOT your adversary:

Building a strong relationship with your administrator(s) is every bit as important as those with your colleagues.

Work collaboratively to be more productive. It ensures a positive working environment.

7. Be positive:

Don't sugar-coat important issues, but make an effort to present them in positive ways:

Association Representatives work collaboratively with administrators.

The AEA works collaboratively with the Alpine School District.

UEA works collaboratively with the Utah Legislature.

8. Emphasize Association accomplishments, not always what we are fighting against.

9. If you say you are going to get information or do something, follow up timely.

10. Be the person are comfortable going to (even nonmembers) to get advice:

Be professional and keep everything confidential.

When a nonmember comes to you with a problem, give very general, limited advice as a courtesy, but never obligate the AEA. Refer them to the AEA.

Tactfully explain the benefits of membership and that joining after a problem arises won't get them the help they need.

11. Develop your own style. The more comfortable you are the more successful you'll be.

*Compiled from information included on the Utah Education Association website.

ALPINE EDUCATION ASSOCIATION

MEMBERSHIP INSTRUCTIONS

A non-member wants to join, help!?

1. You have a copy of a blank membership form in your packet that you can copy from throughout the year and hand out. We also have a membership form on the home page of our website at www.alpineuniserv.org
2. Give the non-member a membership form and have them complete the entire thing, including picking a form of payment.
3. Dues for the year are included in your binder and vary depending on the month they join. If you lose the dues sheet, it is also on our website under “rep resources”. Members have the option of paying their dues by monthly credit card/EFT, or the full yearly amount at one time in the form of cash/check.
4. If a non-member wants to sign up online rather than fill out a membership form, they can!!
 - Go to <https://join.alpineuniserv.org/membership-application/>

I have a membership form to send in, what do I do with it?

1. Once you have a completed membership form, be sure that the new member has signed and dated the form at the bottom.
2. Make sure that your name is at the bottom under “referred by”. As the rep, you get recognized for bringing in memberships.
3. You have 3 options for sending in a form:
 - Send in district mail to Mike Gowans at Westlake High
 - Send in regular mail to
AEA Membership
557 West Center Street
Pleasant Grove, UT 84062
 - We have a drop-box outside our office that you can leave it anytime

****Unless you get a membership close in date to an in-person rep meeting, please don't hold onto it and wait to give it to us. Send it in immediately so the member can start receiving their benefits right away.**

Once you have sent in or dropped off the membership form, then what?

New members will receive a welcome packet in their email from AEA@alpineuniserv.org soon after we process their form. You as the rep will also see emails come out welcoming new members and congratulating reps for bringing in new memberships! They will also be taken off the “non-member” section of your roster and now be under “members”.

My school roster is not right. What do I do?

You as the rep are the eyes and ears of your school! We do not know when teachers leave or come like you do. Please continually give or send us changes throughout the year to make your roster as beneficial as possible. In March we send out letters to ALL non-members. Take the time now to update your list so later, all non-members can be given the opportunity to sign up.

Misc. information:

- Interns are considered part-time dues. They will be charged accordingly on the dues sheet.
- If someone signs up and they are not full time or part time, have them write at the top of their membership form what contract percentage they are.
- When a member needs to change any information (address, contract change, school, etc.), have them do so on our website.

*www.alpineuniserv.org

*Why Join AEA?

*Scroll down to the part that reads **“Update Your Membership Information Here.”** You can then complete the form.

This will send an email directly to AEA so we can make these changes. If you have any questions, you can email Shea at shea@alpineuniserv.org or call him at (801)224-2055 ext 4.

- If you have a member signing up that was already a student member, they are eligible for a \$20 rebate from NEA and will receive a 20% discount for UEA Dues.



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

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

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

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

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

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

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

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

AEA NEGOTIATION ACCOMPLISHMENTS

(Last 6 years)

2026-2027

- Fund Steps and Lanes - equates to approximately 1% increase on the average teacher salary
 - Fund salary increases, added 0.5% COLA
 - Funds one-time payment of \$500 to be paid to employees in the fall
 - Funds 75% of the increase in insurance costs (approximately \$8.2 million for all employees)
 - Contribution of 0.65% to Tier 2 employees' 401K for the 2026-2027 school year.
 - 32 hours of paid professional time at daily rate
 - Funds cost of the Speech Language Pathologist DOPL license fee for the 26-27 school year
 - Adds a definition of "Personnel Need" to transfer and reduction-in-force policies
 - Adopts state-required foster care leave
 - Implements for 2026–2027, a pilot providing employees with 10 no-dock personal leave days
 - Increasing the annual USBE credits eligible for salary lane changes from 5 to 10 beginning
 - Added Various Employee Guarantees, due to the District Split on July 2027: transfers to new school districts; salary protections; accumulated leave and tenure protections; protection of funds for retiree insurance; and guaranteed elementary teacher prep via specialty teachers
-

2025-2026

- Fund salary increases, added 2.50%
 - Fund Step and Lanes
 - Added Educator Salary Adjustment of \$1,000
 - Added Educator Salary Adjustment of \$1,000 for OPTs, SLTs, SPTs (which was not covered by the state)
 - Contribution of 0.405% to Certified Tier 2 employees' 401k
 - 32 hours of paid professional time at daily rate
 - Health insurance renewal costs covered by Alpine School District
 - Provided clarification that the professional growth plan goal is the prerogative of the educator
 - Added language that educators hired between reorganized school districts within one calendar year of July 1, 2027, retain the same status
 - Created a new policy for the disbursement of funds to teachers in high need areas (SHINE)
 - Added language regarding postpartum and parental leave
-

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
- Added an additional no dock personal day each year
- Continued parental and adoption leave pilots

AEA NEGOTIATION ACCOMPLISHMENTS – PAGE 2

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
-

2022-2023

- | | |
|---|--|
| <ul style="list-style-type: none">• Fund salary increases, added 4.0%• Added \$1,850 to base of salary schedule• Fund Step and Lanes• Insurance changes as follows:<ul style="list-style-type: none">Plan 1c-Employee \$127.56, EE +1 \$281.40 Family \$403.67Plan 2c-Employee \$77.33, EE +1 \$170.56 Family \$244.66Plan 3c-Employee \$64.84, EE +1 \$143.04 Family \$205.22Plan 4c-Employee \$0, EE +1 \$0, Family \$0Plan 5c QHDHP -\$49.08, -\$108.43 -\$155.49• Bonus in November | <ul style="list-style-type: none">• 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 Workman's' Compensation• Language Amended Extended Contracts and Addenda• Language Amended Job Sharing• Language Amended Bereavement Leave |
|---|--|
-

2021-2022

- | | |
|---|--|
| <ul style="list-style-type: none">• Fund salary increases, added 4.0%• Fund Step and Lanes• Fund insurance increases on Base Plan 4• 1.00% bonus in November | <ul style="list-style-type: none">• 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 |
|---|--|

NEW SCHOOL YEAR GOODIE PARTY



Plan and have a goodie party for the non-member educators at your school at a time that is convenient for you! Check with your Principal to see when a good day would be to provide these goodies and meet with the non-members at your school. ARs can invite members as well – their discretion.



AEA will pay for these parties as a membership recruitment tool. Please also remember to give each non-member at your school a membership form and a copy of AEA Negotiation Accomplishments.

ARs can buy one of the following for their goodie party:

Pizza

OR

Ice Cream

OR

Chips & Salsa

ARs must obtain a copy of the receipt when they pick up the goodies and send it to Tom at the Alpine UniServ office via email by November 1st.

Email: tom@alpineuniserv.org

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



WELCOME!

**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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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

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**

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

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.



$$\begin{array}{r} 33 + \\ 15 = \\ \hline 48 \end{array}$$

$$\begin{array}{r} 42 \\ 28 \\ \hline 70 \end{array}$$

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 Program⁴

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

NEA Shop & Dine Program⁴

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

Student Debt Navigator²

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

¹NEA Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. 1067017-00001-00. ²Provided by the NEA Members Insurance Trust. ³NEA 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. ⁴NEA Savings Dollars cannot be applied towards flights, cash back rewards (via Shopr Rewards) and restaurant.com gift cards.

nea *Member Benefits*

LEARN MORE
neamb.com/Start



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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



Services are offered through **Security Distributors**, an indirect subsidiary of SBL Holdings, Inc. (Security Benefit). Security Benefit pays an annual fee to NEA MB for the exclusive right to offer the products in the NEA Retirement Program and to provide marketing, advisory, fiduciary and other services to NEA Members and for the NEA Retirement Program. In 2025 the annual fee amounted to approximately \$4 million. Receipt of the annual fee creates a potential conflict of interest and gives NEA MB an incentive to partner with Security Benefit to make the Program available to NEA Members.



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.

PROFESSIONAL BEHAVIORS



THERE IS A GROWING TREND OF INVESTIGATION AND PROSECUTION OF UNPROFESSIONAL CONDUCT, AND AN INCREASE IN DISCIPLINE, BOTH EMPLOYMENT AND LICENSE, FOR ALL MINIMALLY SUBSTANTIATED OFFENSES. HERE ARE SOME IMPORTANT REMINDERS.

RELATIONSHIPS WITH STUDENTS

Maintain professional boundaries! Students should call you by your formal name. Do not use nicknames for students or tell an individual student you love them. You should not have a relationship with students outside the scope of your employment. This includes hiring students for a side business or personal assistance and attending community events together that are independent of school requirements. Do not date a current or former student - there is no "good" time to enter a romantic relationship with a student - even after that student graduates.

COMMUNICATION WITH STUDENTS

Technology has made it easy to connect with students. Utilize group messaging such as Remind to communicate academic information. Use class websites and social media pages that are open to the public and shared with your administrator. Do not encourage private messages from students or provide your private contact information to students unless it is appropriate to the situation. You should not share personal information with students and vice-versa. If a student begins to confide in you, you must redirect them appropriately and then follow up with the counselor and/or parents. You must report physical and sexual abuse to DCFS or law enforcement. If a student shares any kind of suicidal ideology with you, you must also report that information pursuant to school policy, and immediately contact your principal and school counselor.

PHYSICAL CONTACT WITH STUDENTS

It is your responsibility to ensure the safety of all students. However, you should not engage in physical contact with them unless they are endangering themselves or someone else. Refer to district policy for exact language. Examples of physical contact are grabbing, hitting, dragging, and restraining (unless you have been trained). When at all possible, choose other methods of de-escalation and involve administrators.

Teacher initiated frontal hugs are not allowed.

DISTRICT OWNED PROPERTY

If you are using a district computer, tablet, or phone, it can be seized or accessed at any time. Do not save personal pictures or other personal business items on them. If your personal phone or electronic device connects to the district's WIFI, you are subject to their regulations. Accessing indecent or pornographic material on school property, either with a school owned device or with a personal device via the school WIFI, is illegal. You will be subject to employment discipline up to and including termination; and you will be subject to license discipline, up to and including suspension of your teacher certificate, and possible revocation.

Use your personal email address when communicating with district employees as a parent or community member.