



**ANCHORAGE EDUCATION ASSOCIATION**

Connecting Educators • Inspiring Students

**2023-2024**

# **MEMBER RESOURCE GUIDE**



**CONTACT US:**

**[www.AnchorageEA.org](http://www.AnchorageEA.org)**

**907-274-0536**

**4100 Spenard Rd.**

**Anchorage, AK 99517**



us on

**facebook**





# A LETTER FROM YOUR PRESIDENT



Dear Educator,

## Welcome to the Anchorage School District and the Anchorage Education Association!

This is an exciting time, whether you are at the very beginning of your education career or just new to our district, I am pleased that you've chosen to join our team.

I'm at the time in my career where I am beginning to reflect on many wonderful memories and writing this letter sends me down memory lane to the beginning of my own career.

I began my career with AEA and ASD in Fall 1996, teaching 5th grade at Muldoon Elementary School. I spent 10 years at Muldoon Elementary before transferring to Polaris K-12 where I spent the next 14 years. Over the past 27 years, I have had the pleasure of teaching every grade at the Elementary level and I have proudly represented you and over 3000 educators for three years as Anchorage Education Association (AEA) President.

Despite many changes over the years, the one thing that has remained constant in my career is the presence of AEA as an advocate for educators and students. It has been comforting to know that my union and my colleagues were always with me during my career, supporting me as an early career educator, providing professional development, and finally encouraging me to find my passion, negotiating our AEA/ASD contract.

It's my turn to give back and serve as your president.

We derive our strength through solidarity. Together, we elevate one another, support one another, and challenge one another to provide an excellent education for our students. Our collective action brings real and meaningful change to our profession, our rights as workers, and the learning opportunities we provide in our schools. The Anchorage Education Association exists to support you in advancing your professional practice and becoming the best educator you can be.

Our profession provides many opportunities to get involved. As you get comfortable in your new position, I challenge you to get active with AEA and find your passion. Follow your interest whether it be Professional Development, Rights and Advocacy, Politics, Special Education, Negotiations, etc. The Anchorage Education Association offers you professional opportunities to be involved in ways you may never have considered and those opportunities will open doors and provide additional opportunities that may be hard to imagine today. Engaging with AEA gives you a voice. I encourage you to use that voice, and I look forward to hearing from you.

Please email or call me anytime.

Have a great school year!

Yours,

**COREY AIST**  
*AEA President*



**ANCHORAGE EDUCATION ASSOCIATION**  
Connecting Educators • Inspiring Students





# TABLE OF CONTENTS



2 MEET YOUR AEA TEAM MEMBERS



6 MENTORING AND SUPPORT FROM YOUR LOCAL



10 KNOW YOUR CONTRACT

## 1 YOUR UNION AT WORK

Benefits of your union membership.

## 2 AEA TEAM MEMBERS

Meet the dedicated team that works and volunteers to help you.

## 3 YOUR EXECUTIVE BOARD

Elected member volunteers working for you and your local.

## 4 AEA COMMITTEES

Volunteer members working to support the needs of members.

## 5 PROFESSIONAL GROWTH

Support in the areas you want.

## 6 MENTORING AND SUPPORT

AEA/ASD MentorcliQ: A mentoring & educator support program.

## 7 PROFESSIONAL EVALUATION

Evaluation of non-tenured educators.

## 8 EVALUATION SUPPORT COACHING

Support when you need it.

## 9 AEA/ASD SUPPORT ROLES

A breakdown of the roles of those who support you.

## 10 KNOW YOUR CONTRACT

Where to find the information you need.

## 11 ADVOCACY

Our scope of work and your representation.

## 12 REPRESENTATION

Weingarten Rule and Just Cause.

## 13 AEA RIGHTS COMMITTEE

Your Rights member advocates.

## 14 PUBLIC EDUCATION HEALTH TRUST

PEHT information for members.

## 16 MEMBER BENEFITS

Discounts and services with your membership.

---

# YOUR UNION AT WORK



**AEA membership means you are part of a strong, united team of 3,000 members who are making a difference for children and schools.**

AEA is affiliated with NEA-Alaska, representing 13,000 educators throughout Alaska, and the National Education Association (NEA), representing 3.2 million educators across America.

## Benefits and Opportunities of Your Union Membership

- **Professional Development:** Workshops, seminars, and conferences to address your professional needs.
- **Leadership Training:** Participate in local, state and national union representative assemblies.
- **Local Bargaining:** Always working to improve your salary and benefits, planning time, leave days and other conditions of employment.
- **Premier Health Insurance:** As a member of the Public Education Health Trust (PEHT), you'll get excellent benefits at reasonable rates.
- **Liability Insurance:** Up to \$1 million protection, in case of a lawsuit.
- **Career Protection:** Professional staff to represent you in grievance, dismissal, non-retention, retirement, and other job-related matters.
- **Professional Communications:** From your local, AEA, state NEA-Alaska AKtivist, edCommunities, NEA Member Benefits, and much more!
- **Community Outreach:** Communicating our messages and building coalitions to garner support on key issues, such as school funding that affects student learning and educators.
- **Money Savings:** Member discounts on loans, credit cards, insurance, financial services, restaurants, clothes, and recreation – both in Alaska and when you travel.
- **Attorney Referral:** Discounted fees on personal legal matters such as wills, real estate, and traffic violations.
- **Legislative Advocacy:** Promoting legislation that helps us accomplish our mission to educate every child.

---

# AEA TEAM MEMBERS

THE AWESOME PEOPLE BEHIND YOUR LOCAL UNION



**COREY AIST**  
AEA PRESIDENT  
COREY.AIST@ANCHORAGEEA.NET



**VAL BAFFONE**  
UNISERV DIRECTOR  
VAL.BAFFONE@NEAALASKA.ORG



**DEBBIE OMSTEAD**  
UNISERV DIRECTOR  
DEBBIE.OMSTEAD@NEAALASKA.ORG



**COURTNEY EYER**  
UNISERV DIRECTOR  
COURTNEY.EYER@NEAALASKA.ORG

For membership questions, or other information, contact AEA Associate Staff  
Lena Gonzales at [Lena.Gonzales@neaalaska.org](mailto:Lena.Gonzales@neaalaska.org) or by calling 907-274-0536.

## YOUR BUILDING REPS

AEA Building Representatives are member volunteers that are your school building's point of contact for all union business. These can change throughout the year. For the most up-to-date list of reps, visit:

**[www.anchorageea.org/building-reps](http://www.anchorageea.org/building-reps)**  
or call 907-274-0536 for assistance.



**ANCHORAGE EDUCATION ASSOCIATION**

Connecting Educators • Inspiring Students



# YOUR AEA BOARD OF DIRECTORS

YOUR COLLEAGUES, AT WORK FOR YOU



NAME	ROLE	EMAIL	SCHOOL
<b>COREY AIST</b>	PRESIDENT; REGION VI DIRECTOR	corey.aist@anchorageea.net	AEA Office
<b>CHRISTI SITZ</b>	VP, COMMUNICATIONS;	sitz_christi@asdk12.org	ASD Ed. Center: Related Services
<b>MICHAELA KLEROK</b>	VP, PROGRAMS; REGION VI DIRECTOR	klerok_michaela@asdk12.org	West High School
<b>MISTY NELSON</b>	SECRETARY; REGION VI DIRECTOR	nelson_misty@asdk12.org	Lake Otis Elementary
<b>JULI CAMPBELL</b>	TREASURER	campbell_juli@asdk12.org	Bartlett High School
<b>DANA CAIN</b>	AT-LARGE DIRECTOR	cain_dana@asdk12.org	Kasuun Elem.
<b>BARBARA CLARK</b>	REGION VI DIRECTOR	clark_barbara@asdk12.org	West High School
<b>GEORGE CROMER, III</b>	REGION VI DIRECTOR	cromer_george@asdk12.org	Airport Heights Elem.
<b>BRITTANY HANSON</b>	REGION VI DIRECTOR	brittany.hanson@anchorageea.net	Mt. View Elem.
<b>JENELL HARTMAN</b>	AT-LARGE DIRECTOR	hartman_jenell@asdk12.org	Kincaid Elem.
<b>AFSHAN MOHAMMAD</b>	AT-LARGE DIRECTOR	mohammad_afshan@asdk12.org	Clark Middle School
<b>RENEE RINDONE</b>	AT-LARGE DIRECTOR	rindone_renee@asdk12.org	Mirror Lake Middle School
<b>SUSAN RITTER</b>	AT-LARGE DIRECTOR	ritter_susan@asdk12.org	West High School
<b>TBD</b>	AT-LARGE DIRECTOR	tbd	tbd



# GET INVOLVED! AEA COMMITTEES

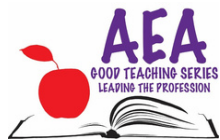
*AEA has several volunteer member committees that work to support the needs of our union. Committee Chairs are appointed by the President, with approval from the Board of Directors. For full committee descriptions, a list of committee chairs, and an updated calendar of committee meeting dates and locations, please visit the AEA website at:*  
**[www.AnchorageEA.org](http://www.AnchorageEA.org)**

COMMITTEE	DESCRIPTION
<b>AWARDS</b>	Promotes quality schools and identifies individual members who make a difference in the education of students.
<b>BYLAWS &amp; POLICY</b>	Reviews the present Bylaws document and presents changes that they, the Board of Directors, or the Rep Council deems necessary.
<b>COUNSELORS</b>	Reviews issues & concerns of counselors throughout the district; holds follow-up meetings with ASD to address issues of mutual concern.
<b>ELECTIONS</b>	Responsible for organizing, conducting and supervising all elections that are not spelled out in the bylaws.
<b>EVALUATION</b>	Assists in the development, implementation, training and ongoing review of the AEA/ASD evaluation process, procedures and policies.
<b>GO365 CHAMPS</b>	Supports the Go365 health program that is available to PEHT members to help reduce premiums when participation targets are met.
<b>HUMAN &amp; CIVIL RIGHTS</b>	Serves as champions for social justice and advocates for underrepresented individuals in our community.
<b>MEMBER ENGAGEMENT</b>	Seeks to develop understanding of the purposes and programs of the Association and the educational philosophy and programs of the schools.
<b>MEMBERSHIP</b>	Organizes and conducts membership enrollment in the Unites Teaching Profession and maintains a record of dues-paying members.
<b>NEGOTIATIONS</b>	Gathers information for the next contract and explore and prepare information in the area of teacher welfare.
<b>NEST (NEW EDUCATORS)</b>	Group for new educators in Alaska working together to support one another, improve their professional practice, and grow as educators.
<b>NURSES</b>	Reviews issues and concerns of school nurses throughout the school district.
<b>PACE (PUBLIC AFFAIRS)</b>	Makes recommendations for endorsement for Anchorage Mayoral, Assembly and School Board elections.
<b>PROFESSIONAL DEVELOPMENT</b>	Works to secure and create professional development opportunities for the membership.
<b>RIGHTS</b>	Assists the President and staff in exploring and processing grievances and works to educate members on the contract.
<b>SCHOLARSHIP</b>	The Scholarship Committee oversees three different scholarships awarded to graduating seniors each spring.
<b>SPECIAL EDUCATION</b>	A forum to discuss employment issues pertaining to the field of special education.

---

# PROFESSIONAL GROWTH

**AEA & ASD WORKING TOGETHER TO PROVIDE YOU WITH PROFESSIONAL DEVELOPMENT & MENTOR SUPPORT**



## **AEA Good Teaching Institute and Workshop Series**

The Good Teaching Institute (GTI) is designed to improve the pedagogical practice of our members by identifying high demand areas of professional growth and providing relevant training in those content areas. The classes offered are based on what AEA members have requested. The AEA Good Teaching Institute has something for everyone, from new employees to veteran educators. We offer strands that focus on technology, self-care/resiliency, and classroom management. The GTI is held in early August prior to the first day of school so the material is fresh and can be easily implemented when you greet your first student. AEA Teacher Institute Seminar Series (TISS) are offered throughout the year usually on Saturdays for four hours and can be added together to earn 1 CEU. Our goal is it help our members improve their teaching practice and ultimately improve student achievement. We hope to see you at the Good Teaching Institute!



**ANCHORAGE EDUCATION ASSOCIATION**  
Connecting Educators • Inspiring Students



**NEA-ALASKA**  
Reach. Teach. Inspire.

### **Other Anchorage Education Association or NEA-Alaska/NEA sponsored workshops or conferences:**

- Rights Trainings (Know Your Contract)
- NEA Minority & Women's Leadership Conference
- NEA-Alaska Fall Event
- NEST (New Educator Support Team) Events
- Financial Success Seminars
- NEA Joint Ethnic Conference
- Jump Start Towards National Board Candidate
- And many more....

To get more information on what professional development, personal growth, or union advocacy workshops or trainings are available, please visit [www.AnchorageEA.org](http://www.AnchorageEA.org) or [www.neaalaska.org](http://www.neaalaska.org) and be sure to watch your email and follow Anchorage EA and NEA-Alaska on social media.



# MENTORING & SUPPORT

**GET THE HELP YOU NEED FROM YOUR LOCAL ASSOCIATION AND YOUR DISTRICT**

## **AEA/ASD Mentoring and Educator Support**

The Anchorage School District and the Anchorage Education Association collaborate to offer several distinct mentoring opportunities to support teachers and other specialists.

### **Early Career Mentoring**

Goal: Provide support for beginning educators.

The ASD and AEA recognize the importance of having strong support for beginning educators and have established a partnership to ensure that educators have access to trained mentors. Available to all certificated educators in their first or second year of career experience, not simply new to teaching. All new members are encouraged to apply for a mentor. Mentor and mentees are matched based on early career educator needs and mentor availability.

### **Transition Mentoring**

Goal: Provide support for educators who experience a significant role change.

Designed for certificated educators with three or more years of career experience and are (a) new to a position or department, (b) new to content or program (c) grade-level shift of three or more grade levels.

This program provides 10 hours of support with a trained mentor and strives to develop reflective and effective practices through collaboration, collegial relationships and feedback.

## **Building Induction Program**

### **Orientation support and resources about your school and district**

A colleague on your staff will be the designated AEA/ASD Building Induction Liaison (BIL). This will be your “go to” person for orienting you to the building, staff, procedures and helping you to network/build relationships. The BIL will assist and provide resources to any Early Career Educator (1st-3rd year) as well as anyone who has transferred from another school and or district.

The Anchorage Education Association and the Anchorage School District collaboratively implement this program.

Apply for the mentor program through the online MentorcliQ program.





---

# PROFESSIONAL EVALUATION

## EVALUATION OF NON-TENURED EDUCATORS



This is a very brief summary of the evaluation process for non-tenured educators in the ASD. The entire document is available online through the District Employee Portal or at the AEA website ([www.AnchorageEA.org](http://www.AnchorageEA.org)). Click on the word "CEED" at the bottom of the webpage.

The evaluation system and process is developed jointly by the Anchorage School District and the Anchorage Education Association.

- All non-tenured educators will be placed on the Initial Evaluation process. There will be a Beginning-of-the-Year Conference with your administrator to discuss the evaluation process and the Charlotte Danielson Framework for Teaching. Your "goal" is to be proficient in the four domains of the Danielson Framework.
- Non-tenured educators will have walk-through observations (3-5 minutes), informal observations at the administrator's discretion (15 minutes) and formal observations (20-60 minutes). Written documentation is required of both formal and informal observations.
- At the conclusion of the evaluation, the educator will be placed in one of four categories: Exceeds, Proficient, Basic and Unsatisfactory. The expectation is you meet (are Proficient) or exceed performance indicators in the Framework. The final outcome of your evaluation will be determined by placing the evidence/information gathered during observations into a rubric specific to your job (classroom, specialist, etc.). Rubrics and all evaluation documents can be found on the ASD webpage Support Central.
- The Certificated Employee Evaluation Document (CEED) can be found on the ASD webpage Support Central and on the AEA website.
- It is very important that you read the CEED before your evaluation process starts with the Beginning-of-the-Year Conference. Make sure to specifically look at the sections titled Initial Evaluation and the Checklist of Initial Evaluation Procedure, as well as your AEA contract ([www.AnchorageEA.org](http://www.AnchorageEA.org)) Section 464: Evaluations. The evaluation contract language is also at the beginning of the CEED.

If you have any questions regarding your evaluation process, please feel free to ask your AEA Building Rep, your administrator, or AEA at 907-274-0536

---

# EVALUATION SUPPORT COACHING

**GET CONFIDENTIAL GUIDANCE AND SUPPORT TO MEET PROFICIENCY  
WHEN ON A PLAN OF PROFESSIONAL GROWTH/PLAN OF IMPROVEMENT**



**Goal: To provide support for educators who are either on a Plan of Professional Growth or on a Plan of Improvement**

- Coaching must be requested by the educator.
- Provides free, confidential guidance, resources and information to those who need assistance in meeting the state and district evaluation criteria.
- A trained coach will meet one-on-one with you to work towards meeting proficiency in the areas indicated on the Plan for Professional Growth (Basic) or the Plan of Improvement (Unsatisfactory). You are ultimately responsible for meeting the expectations of the evaluation plan.
- Support includes up to 20 hours of coaching by a trained AEA Evaluation Support Coach and an opportunity for confidential assistance in working towards meeting state teacher standards and achieving proficiency in the Danielson domains.

To request an Evaluation Support Coach contact the Anchorage Education Association office at 907-274-0536.

# KEY AEA/ASD EDUCATOR SUPPORT ROLES

	<b>AEA/ASD Building Induction Liaison</b>	<b>AEA/ASD Mentor</b>	<b>AEA/ASD Evaluation Support Coach</b>
<b>Qualifications</b>	Any educator (AEA) new to the building	First and second year early career educators or experienced teachers that have a significant change in position	Educators on a Plan of Growth or Plan of Improvement
<b>Objective</b>	Building relationships and knowledge about the school and district	Strengthening a variety of skills, strategies and pedagogy through reflective conversations and practices	Strengthening instruction and knowledge in order for the educator to become proficient
<b>Based On</b>	A month by month template with some items being required and some based on the choice of the Liaison	Usually performance based (Danielson Framework) on mentees needs/interests	Outcome-based performance specific to areas on the plan/Danielson Framework
<b>Emphasis On</b>	School culture, connections and information	What the mentee wants to delve more deeply into or has questions about, sometimes what the mentor wants to address	The evaluation plan and expectations of the principal
<b>Type of Relationship</b>	Informal	Semi-Formal	Formal
<b>Specialization</b>	On-site trusted colleague who specializes in building specific information, resources and support	A Mentor has had formal training and is a person who has good knowledge and expertise in what they do in order to share that with others	An Evaluation Support Coach has formal mentor training plus three additional hours of training and has expertise in the performance area(s) of concern
<b>Duration</b>	1-3 Years for educators (AEA) new to the building	1:1, Usually year-long, sometimes a semester	1:1, 10-20 hours per plan

**For all new to district educators/specialists: The induction liaison, if available at your school, shall help their new-to- building educators feel welcomed and supported as they transition into their new school community by:**

- Familiarizing them with district and building policies, procedures, and culture
- Advocating on their behalf
- Facilitating the development of professional relationships to build a supportive network of colleagues
- Connecting them to other resources needed for their success

---

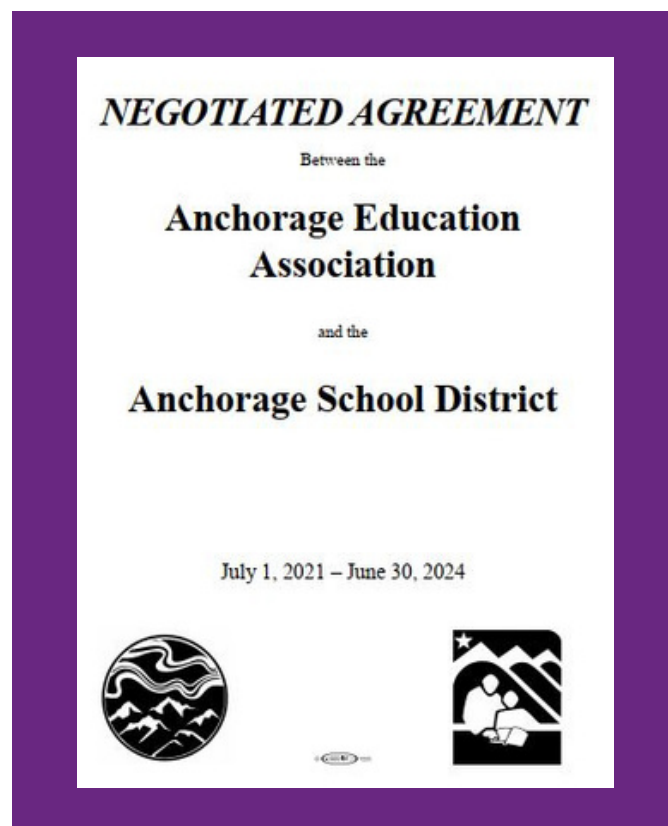
# KNOW YOUR CONTRACT

## YOUR CONTRACT, YOUR RIGHTS

YOU CAN FIND YOUR CONTRACT ONLINE AT THE  
AEA WEBSITE:  
**WWW.ANCHORAGEEA.ORG**

---

Knowledge is power, and AEA wants the power in the hands of our members. AEA negotiates a new contract usually every three years, and therefore, the language changes often. It is important that members understand the changes that have been made, their rights, and how processes and procedures should work. AEA offers 'Know Your Contract' sessions designed to focus on the areas that members have requested. The rights committee and staff cover all the hot topics and answer the questions attendees have. These sessions are about 90 minutes and are held at the AEA office or at a school if requested. Even if you do not attend a 'Know Your Contract' session, you should familiarize yourself with your contract.



---

# ADVOCACY

## OUR SCOPE OF WORK

### Overview of Employee Discipline Procedures:

Under state law and your negotiated agreement, Article 425 Progressive Discipline, AEA members have certain rights and obligations.

If the meeting with your supervisor requires you to answer questions about some incident or situation and you reasonably believe you could or will be disciplined as a result, then your rights do come into play. The employer must conduct an investigation before disciplinary action is taken, and the contract requires a fair investigation. You, as an employee, have an obligation to obey the employer's rules.

If you are directed to attend a meeting and your supervisor intends to ask questions as part of an investigation, you have the right to representation (Rights Representative or UniServ Staff). The employee shall be given 48 hours prior written notice of the time and nature of the meeting and shall be apprised of the right to have an Association representative present. When a principal requires a meeting of a disciplinary nature, the principal will first attempt to schedule the meeting outside the student contact day.

The employer must follow progressive discipline and due process. Any disciplinary action taken against an employee shall be appropriate to the behavior which precipitated said action.

You should answer all questions truthfully. If there is some indication that you are involved in a criminal matter, it is best not to answer any questions that might incriminate you in any way. You will want to consult with an attorney first, before answering questions, if it is a criminal matter.



### Minimum Procedural Safeguards of Due Process:

- The opportunity to be heard at a meaningful time and in a meaningful manner.
- Timely and adequate notice detailing the reasons for proposed discipline.
- The right to representation.
- An effective opportunity to defend oneself.
- An opportunity to confront and cross-examine adverse witnesses at a hearing.
- A decision resting solely on the legal rules and evidence introduced at a hearing.
- A statement by an impartial decision maker of the reasons for his/her determination and the evidence relied on.



---

# REPRESENTATION

## 1. THE WEINGARTEN RULE:

*It is the right of the employee to have a union representative present at a meeting with the employer if the employee has a reasonable expectation that discipline may result.*



### Key Concepts:

- The right to representation only comes when the employee requests it.
- An employee may NOT unilaterally leave the interview to seek representation contrary to the supervisor's orders.
- An employer cannot require substituting one designated union representative for another representative.
- Time should be provided to consult with your representative before the investigative meeting.
- The right to a representative only applies in situations where an employee reasonably expects disciplinary action may result.
- The employer has no duty to bargain with any union representative at the investigative interview.

### If you are facing disciplinary action...

#### DO:

- Contact your local employee rights rep immediately.
- Listen carefully to accusations, and then if needed, ask for time before you respond.
- Insist that a local rep be present for any interview or meeting regarding charges or possible charges against you.
- Make detailed notes of all related events.
- List names of witnesses.
- Request, and keep, copies of all documents and papers related to the incident.
- Meet deadlines with appropriate responses.

#### DO NOT:

- Resign, before first consulting your AEA representative.
- Admit guilt, or accept blame in any incident.
- Make any public statements.
- Sign any papers or agreements.
- Agree to pay any expenses for any damage, or to make restitution, etc.
- Reveal your liability coverage(s).
- Agree to meet without an employee rights representative.
- Discuss with others or engage on social media.

---

# REPRESENTATION, CONTINUED

## 2. JUST CAUSE: THE SEVEN TESTS

**1. NOTICE**- Did the employer give the employee forewarning or foreknowledge of the possible or probable consequences of the employee's disciplinary conduct?

**2. REASONABLE RULES & ORDER**- Was the employer's rule or management order reasonably related to: (a) the orderly, efficient and safe operation of the employer's business and (b) the performance that the employer might properly expect of the employee?

**3. INVESTIGATION**- Did the employer, before administering the discipline to an employee, make an effort to discover whether the employee did in fact violate or disobey a rule or order of management?

**4. FAIR INVESTIGATION**- Was the employer's investigation conducted fairly and objectively?

**5. PROOF**- At the investigation, did the "judge" obtain substantial evidence or proof that the employee was guilty as charged?

**6. EQUAL TREATMENT**- Has the employer applied its rules, orders, and penalties evenhandedly to all employees, and without discrimination?

**7. PENALTY**- Was the degree of discipline administered by the employer in a particular case reasonably related to: (a) the seriousness of the employee's proven offense and (b) the record of the employee in his/her service with the employer?

## AEA RIGHTS COMMITTEE

The Rights Committee consists of members like you who are trained to assist with any issues concerning contract rights guaranteed on our negotiated agreement with the district. Call them if you have a problem, expect a problem, or if you just have questions.

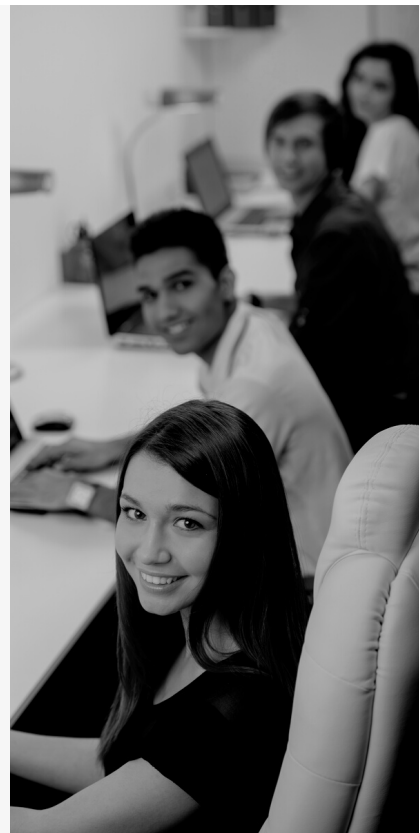
**Rights Committee Chair:**

Charles Zimmer

[charles.zimmer@anchorageea.net](mailto:charles.zimmer@anchorageea.net)

To find the correct Rights Committee contact for your school building, go to:

<http://www.anchorageea.org/rights>





---

# PUBLIC EDUCATION HEALTH TRUST

## YOUR PROVIDER OF MEDICAL/DENTAL/PRESCRIPTION AND VISION INSURANCE

The Public Education Health Trust (PEHT) is the largest not-for-profit, self-insured, governmental trust for public education employees in the state of Alaska.



**TIA ALLARD**

ADMINISTRATIVE ASSISTANT  
TDA@PEHTAK.COM



**RHONDA PROWELL-  
KITTER**

CHIEF FINANCIAL OFFICER  
RPK@PEHTAK.COM



**REBECCA HUBBARD**

TRUST CLAIM ANALYST  
RGH@PEHTAK.COM

We are here to help! We always want to hear from you! Let us know  
how we can best help you get answers you need.

Please contact the Public Education Health Trust at 907-274-7526 or at [info@pehtak.com](mailto:info@pehtak.com).

The Public Education Health Trust was formed in 1996 by members of Anchorage Education Association. Over the last 25 years, 27 other associations/districts have joined PEHT. We support local **choice**, local **control** and provide **low-cost** options for your health insurance.



[www.pehtak.com](http://www.pehtak.com)

2550 Denali Street, Suite 1614, Anchorage, AK 99503

---

# PEHT, CONTINUED

The PEHT is governed by seven public education employee's "trustees" that are voted on by its members. The office is staffed by three personnel here in Anchorage, that utilize the resources of EBMS in Billings, MT for claims processing.

The Trust uses the services of BridgeHealth, Teladoc, Providence Express Clinics, and the AETNA network to reduce costs. Please refer to your benefit booklet for information. The PEHT has a less than 4% administrative fee. Of the premium collected, 96% goes to a provider, facility, or governmental entity. Anchorage Education Association has selected to offer its members two of the plans offered by the PEHT. If you are .75 FTE or greater you are eligible for health insurance.

Visit the PEHT website to find assistance on locating your preferred providers, plan documents and lots of other helpful resources and contact information.

[www.pehtak.com](http://www.pehtak.com)



---

# MEMBER BENEFITS

**HELPING MEMBERS LIVE AFFORDABLY, COMFORTABLY AND SECURELY**



## KNOW YOUR MEMBERSHIP BENEFITS!

No matter what stage of your career and life you are in, as a member of the Anchorage Education Association, NEA-Alaska, and NEA, you have resources at your fingertips to make things a little easier. From discounted movie tickets for a well-deserved night out, to discounted insurance rates and attorney fees, to the cruise of a lifetime to celebrate retirement, we've got you covered.

### **Attorney Referral Program**

During any calendar year, eligible members are entitled to two free 30-minute consultation sessions with participating attorneys. During the two free sessions, you may discuss any non-job related legal matter except income tax preparation. NEA-Alaska members in all membership categories (along with their families) are eligible for the Attorney Referral Program benefit. Find contact info for participating attorneys here:

<http://www.neaalaska.org/attorney-referral-program/>

### **Auto, Home and Educator Disability Insurance**

Horace Mann offers special rates for AEA/NEA-Alaska members on Auto, Homeowners, and Disability Income Protection Insurance. Visit their website at: [horacemann.com](http://horacemann.com) or contact our local agent:

Kennon Belisle @ 907-526-9922.

**To see a full list of benefits please visit the NEA-Alaska website at:**  
[www.neaalaska.org/benefits](http://www.neaalaska.org/benefits)

# MEMBER BENEFITS, CONTINUED

## NEA-Alaska Access Benefits

About to purchase something in the following categories: auto, car rental, condos & resorts, cruise, dinner & food, entertainment & recreation, golf, health & beauty, travel, movies or any shopping, in general?

Make sure you check for discounts on [neaalaska.accessdevelopment.com](http://neaalaska.accessdevelopment.com), or better yet, the My Deals mobile app. Register with your NEA-Alaska member card to print, download, or use discounts online.



## NEA Member Benefits [neamb.com](http://neamb.com)

Every member of AEA/NEA-Alaska and NEA enjoys the discounts and resources of NEA Member Benefits. Accessible at [neamb.com](http://neamb.com), these benefits are here to save you time and money while meeting your everyday needs. Make sure you name a beneficiary for your complimentary life insurance.

Cash Rewards Card \* Visa Prepaid Card \*  
Savings Program \* Personal Loans \*  
Retirement Program \* Life Insurance \*  
Long Term Care \* Pet Insurance \*  
Medicare Support \* NEA Vacations \*  
Rental Car Discounts \* Identity Theft  
Protection \* and more!

## NEA Student Loan Forgiveness Navigator

Get a free student loan checkup with income-based repayment plan options, find out if you qualify for any cancellation or forgiveness plan, and free phone and chat support.

When you are completing the Loan Forgiveness Navigator, you will answer basic personal information, tax information, and can sync your student loans through our secure website. We recommend having a recent tax return and student loan statement available.

For more information, or to complete your Free Student Loan Checkup or other Premium Services, visit:  
**[NEAMB.com/LoanForgiveness](http://NEAMB.com/LoanForgiveness)**

## SUPPORT LINC

### SupportLinc Member Assistance Program for PEHT members

At some point in our lives, each of us faces a problem or situation that is difficult to resolve. When these instances arise, SupportLinc will be there to help.

SupportLinc provides short-term counseling and expert referrals for a wide array of personal and work-related concerns from family and relationship counseling, substance abuse, stress management, and work-life balance to PEHT members.

For more information, call:  
**1-888-881-LINC**  
or visit:  
**[www.supportlincmap.com](http://www.supportlincmap.com)**

---

# NEA EDUCATORS EMPLOYMENT LIABILITY PROGRAM

## Professional Liability Insurance Included with Your Membership

The NEA EEL Program is a professional liability insurance program that is provided by NEA as a benefit of membership. 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.

Benefits of this program are:

- Payment of court ordered civil liability up to \$1,000,000\*
- Payment of legal costs up to \$3,000,000\* per member, per occurrence...
- Reimbursement of attorney fees & other legal costs up to \$35,000 if criminally charged in the course of your employment as an educator and you are exonerated from the charges.
- Possible reimbursement of bail bond premiums.
- Assault related personal property benefit.

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

**If you are involved in any situation that you believe is covered by the EEL Program, notify your UniServ Director or contact NEA-Alaska.**

---

## NOTES

---

## NOTES, CONTINUED