

# TOP 10 REASONS TO JOIN the



**1 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.

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

**3 Your Lifeline**  
The educator's best source of accurate, timely information is the Association. We are on top of all current laws, regulations and policies impacting public education. Between the UEA's website ([myUEA.org](http://myUEA.org)) and Association publications, you will get an in-depth focus on current issues and late-breaking news on the education front.

**4 Legal Services for Your Professional Life**  
Our Association provides comprehensive legal assistance for a wide range of employment matters such as: performance evaluations; discipline; non-renewals; lay-offs and dismissals and daily problems among faculty and staff or with the administration. This job protection is backed by professional liability insurance, paid for with your NEA dues.

**5 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 or our needs as we do. We speak as a unified voice to influence reform and progress.

**6 Your Classroom, the State and the Nation**  
The Association continually promotes quality public schools, quality teachers, modern and up-to-date learning tools so educators can spend one-on-one time with students.

**7 Discounts**  
Your membership entitles you to 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 UEA members save more than their annual dues by utilizing Association discounts.

**8 Networking**  
Members have numerous opportunities to get together and network. You can connect with other education professionals from across the state who may be dealing with the same issues you are.

**9 Relationships**  
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 other public relations activities.

**10 Professional Association**  
We are educators, united to make a positive difference in education and to support each other. These ideals are what the Association is all about!

## AEA NEGOTIATION ACCOMPLISHMENTS - (Last 3 years)

### 2020-2021

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

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### 2021-2022

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

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### 2022-2023

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