



ANCHORAGE EDUCATION ASSOCIATION

Connecting Educators • Inspiring Students

2026-2027

MEMBER RESOURCE GUIDE



www.AnchorageEA.org
907-274-0536
4100 Spenard Rd.
Anchorage, AK 99517



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Join Now



Interest Card

A LETTER FROM YOUR PRESIDENT



Dear Educator,

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

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

What an exciting time for a new adventure, whether you are a beginning career educator or a veteran. We are pleased that you are joining our team.

I started my career with ASD as a new educator over 27 years ago. I was hired to teach second grade at Wonder Park Elementary. I stayed with Wonder Park for 17 years, eventually earning a master's degree in special education and teaching special education preschool students, before leaving the school to become an itinerant SpEd preschool teacher that provided services to students in Head Start settings. My last assignment with children was with Early Intervention Services, where I worked with families that were starting the special education journey with their small children.

When I started in Anchorage, I immediately was greeted by my AEA Building Representative and I made sure to join the union and participate in the activities AEA hosted. I started as a building rep myself and then joined the AEA Board for several terms. I also began to attend the NEA-Alaska-sponsored Solidarity Summits and Delegate Assembly. During those activities I learned about how the state and local associations came together to serve the larger community of educators and students in our state. I have lobbied in Juneau, speaking with legislators about the importance of fully funding our public schools.

Now, it's my turn to give back to AEA and serve as your president.

We derive our strength through solidarity. Together, we elevate and support one another and challenge each other to strive to become better educators for our students. Our collective actions bring about the change we need for our rights as workers, positivity for our profession, and meaningful learning opportunities for our students.

Our profession provides many opportunities to get involved. As you become comfortable in your position, your union challenges you to get involved and find your passion. Follow your passion and get involved in Professional Development, Rights and Advocacy, Politics, Special Education, Member Engagement, Negotiations, etc. The Anchorage Education Association offers 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 for you 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.

In Solidarity,
Christi

Christi Sitz

President

Anchorage Education Association

☎ 907-274-0536 x542

✉ christi.sitz@anchorageea.net

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🌐 www.anchorageea.org





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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, recreation, and more – 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



COURTNEY EYER
UNISERV DIRECTOR
COURTNEY.EYER@NEAALASKA.ORG



CHRISTI SITZ
AEA PRESIDENT
CHRISTI.SITZ@ANCHORAGEEA.NET



JESSICA MINGUEZ
UNISERV DIRECTOR
JESSICA.MINGUEZ@NEAALASKA.ORG

For membership questions, or other information, contact AEA Associate Staff
Lena Gonzales at 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
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
CHRISTI SITZ	PRESIDENT; REGION VI DIRECTOR	christi.sitz@anchorageea.net	AEA Office
NATASHA GRAHAM	VP, COMMUNICATIONS	natasha.graham@anchorageea.net	Service High School
MICHAELA HERNANDEZ	VP, PROGRAMS; VP, NEA-ALASKA	michaela.hernandez@anchorageea.net	West High School
KRISTEN MELICAN-NEVALA	SECRETARY	kristen.melican-nevala@anchorageea.net	Dimond High School
BRITTANY HANSON	TREASURER	brittany.hanson@anchorageea.net	Mt. View Elementary
CHELSEA AMBROSE	AT-LARGE DIRECTOR	chelsea.ambrose@anchorageea.net	Kincaid Elementary
BC KINDRED	AT-LARGE DIRECTOR	bc.kindred@anchorageea.net	Russian Jack Elementary
JEANNE HAMMOND	AT-LARGE DIRECTOR	jeanne.hammond@anchorageea.net	Northern Lights ABC School
AFSHAN MOHAMMAD	AT-LARGE DIRECTOR	afshan.mohammad@anchorageea.net	Clark Middle School
LOGAN PITNEY	AT-LARGE DIRECTOR	logan.pitney@anchorageea.net	South High School
TIM PURRENHAGE	AT-LARGE DIRECTOR	timothy.purrenhage@anchorageea.net	South High School
LEM WHEELLES	AT-LARGE DIRECTOR	lem.wheelles@anchorageea.net	Dimond High School
SUSAN RITTER	AT LARGE; REGION VI DIRECTOR	susan.ritter@anchorageea.net	West High School
DR. TRAVIS MILLS	REGION VI DIRECTOR	travis.mills@anchorageea.net	Mirror Lake Middle School
GEORGE CROMER III	REGION VI DIRECTOR	george.cromer@anchorageea.net	Airport Heights Elementary



GET INVOLVED! AEA COMMITTEES

AEA has several volunteer 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.

COMMITTEE

DESCRIPTION

BYLAWS & POLICY

Reviews the present Bylaws document and presents changes that they, the Board of Directors, or the Rep Council deems necessary.

ELECTIONS

Responsible for organizing, conducting and supervising all elections that are not spelled out in the bylaws.

EVALUATION

Assists in the development, implementation, training and ongoing review of the AEA/ASD evaluation process, procedures and policies.

HUMAN & CIVIL RIGHTS

Serves as champions for social justice and advocates for underrepresented individuals in our community.

MEMBER ENGAGEMENT

Seeks to develop understanding of the purposes and programs of the Association and the educational philosophy and programs of the schools.

NEGOTIATIONS

Gathers information for the next contract and explore and prepare information in the area of teacher welfare.

PACE (PUBLIC AFFAIRS)

Makes recommendations for endorsement for Anchorage Mayoral, Assembly and School Board elections.

PROFESSIONAL DEVELOPMENT

Works to secure and create professional development opportunities for the membership.

RIGHTS

Assists the President and staff in exploring and processing grievances and works to educate members on the contract.

SCHOLARSHIP

The Scholarship Committee oversees three different scholarships awarded to graduating seniors each spring.

SPECIAL EDUCATION

A forum to discuss employment issues pertaining to the field of special education.

AD HOC COMMITTEES

DESCRIPTION

COUNSELORS

Reviews issues & concerns of counselors throughout the district; holds follow-up meetings with ASD to address issues of mutual concern.

NEST (NEW EDUCATOR)

Group for new educators in Alaska, working together to support one another, improve their professional practice, and grow as educators.

NURSES

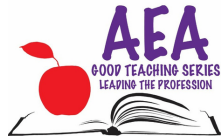
Reviews issues and concerns of school nurses throughout the school district.

VITALITY CHAMPS

Supports the Vitality health program that is available to PEHT members to help reduce premiums when participation targets are met.

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 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, or after school. 15 hours 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
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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 Solidarity Summit
- NEST (New Educator Support Team) Events
- Ed Tech Camp
- 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 or 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. (Article 463 A, first bullet.)

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 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 Liaisons (BILs)

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 (not rights issues)
- Facilitating the development of professional relationships to build a supportive network of colleagues
- Connecting them to other resources needed for their success

Apply for the mentor program via email to:
mentor@asdk12.org



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). Click on the word "CEED" under the "Resources" tab.

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 or exceed proficient 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), which provides detailed evaluation information, can be found on the ASD webpage Support Central and on the AEA website.
- It is recommended 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) 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.

Charlotte Danielson's FRAMEWORK FOR TEACHING

DOMAIN 1: Planning and Preparation	DOMAIN 2: The Classroom Environment
1a Demonstrating Knowledge of Content and Pedagogy • Content knowledge • Prerequisite relationships • Content pedagogy 1b Demonstrating Knowledge of Students • Child development • Learning process • Special needs • Student skills, knowledge, and proficiency • Interests and cultural heritage 1c Setting Instructional Outcomes • Value, sequence, and alignment • Clarity • Balance • Suitability for diverse learners 1d Demonstrating Knowledge of Resources • For classroom • To extend content knowledge • For students 1e Designing Coherent Instruction • Learning activities • Instructional materials and resources • Instructional groups • Lesson and unit structure 1f Designing Student Assessments • Congruence with outcomes • Criteria and standards • Formative assessments • Use for planning	2a Creating an Environment of Respect and Rapport • Teacher interaction with students • Student interaction with students 2b Establishing a Culture for Learning • Importance of content • Expectations for learning and achievement • Student pride in work 2c Managing Classroom Procedures • Instructional groups • Transitions • Materials and supplies • Non-instructional duties • Supervision of volunteers and paraprofessionals 2d Managing Student Behavior • Expectations • Monitoring behavior • Response to misbehavior\ 2e Organizing Physical Space • Safety and accessibility • Arrangement of furniture and resources
DOMAIN 4: Professional Responsibilities	DOMAIN 3: Instruction
4a Reflecting on Teaching • Accuracy • Use in future teaching 4b Maintaining Accurate Records • Student completion of assignments • Student progress in learning • Non-instructional records 4c Communicating with Families • About instructional program • About individual students • Engagement of families in instructional program 4d Participating in a Professional Community • Relationships with colleagues • Participation in school projects • Involvement in culture of professional inquiry • Service to school 4e Growing and Developing Professionally • Enhancement of content knowledge / pedagogical skill • Receptivity to feedback from colleagues • Service to the profession 4f Showing Professionalism • Integrity/ethical conduct • Service to students • Advocacy • Decision-making • Compliance with school/district regulation	3a Communicating With Students • Expectations for learning • Directions and procedures • Explanations of content • Use of oral and written language 3b Using Questioning and Discussion Techniques • Quality of questions • Discussion techniques • Student participation 3c Engaging Students in Learning • Activities and assignments • Student groups • Instructional materials and resources • Structure and pacing 3d Using Assessment in Instruction • Assessment criteria • Monitoring of student learning • Feedback to students • Student self-assessment and monitoring 3e Demonstrating Flexibility and Responsiveness • Lesson adjustment • Response to students • Persistence

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

KEY AEA/ASD EDUCATOR SUPPORT ROLES

	Role: AEA/ASD BIL	Role: AEA/ASD Mentor	Role: AEA/ASD Eval. Support Coach
Qualifications	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
Objective	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
Based On	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
Emphasis On	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
Type of Relationship	Informal	Semi-Formal	Formal
Specialization	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
Duration	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

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 educators at their site.

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

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 approximately 60 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.

NEGOTIATED AGREEMENT

Between the

**Anchorage Education
Association**

and the

Anchorage School District

July 1, 2026– June 30, 2029

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

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.

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. Contact them if you have a problem, expect a problem, or if you just have questions.

Rights Committee Chair: BC Kindred
bc.kindred@anchorageea.net

To find the correct Rights Committee contact for your school building, go to:
www.anchorageea.org



REPRESENTATION, CONTINUED

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.

NOTES:

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.



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ADMINISTRATIVE ASSISTANT
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**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.

The Public Education Health Trust was formed in 1996 by members of Anchorage Education Association. Over the last 30 years, 27 other associations/districts have joined PEHT. We support local **choice**, local **control** and provide **low-cost** options for your health insurance.



2550 Denali Street, Suite 1614, Anchorage, AK 99503

PEHT, CONTINUED

The PEHT is governed by seven public education employee “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 Transcarent, Teladoc, Providence Express Clinics, and a new open access program 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 three 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 providers, plan documents and lots of other helpful resources and contact information.

www.pehtak.com



Vitality is a comprehensive, interactive and personalized wellness program that makes it easy for you to make healthy choices.

Vitality's individual-focused approach considers your current overall health, lifestyle and health risk factors. Choose from, engage in and be rewarded for a wide variety of healthy activities – online education, physical activity, preventive care and more.

For more information, visit:
www.powerofvitality.com

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

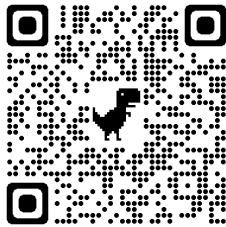
MEMBER BENEFITS

HELPING MEMBERS LIVE AFFORDABLY, COMFORTABLY AND SECURELY

No matter what stage of your career and life you are in, as a member of 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.

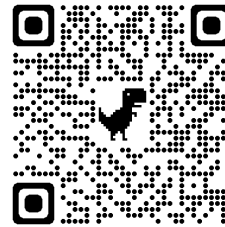
Attorney Referral Program

During any calendar year, eligible members are entitled to two free 30-minute consultation sessions with participating attorneys.



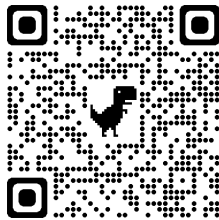
Auto, Home and Educator Disability Insurance

Horace Mann offers special rates for NEA-Alaska Members on auto, homeowners, and disability income protection insurance.



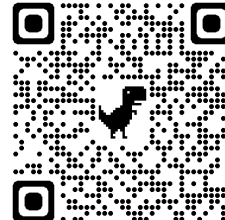
NEA-Alaska Access Benefits

NEA-Alaska Access Benefits provides educators with members-only deals for travel, rental cars, hotels, restaurants, shopping, and entertainment both at home and while you travel.



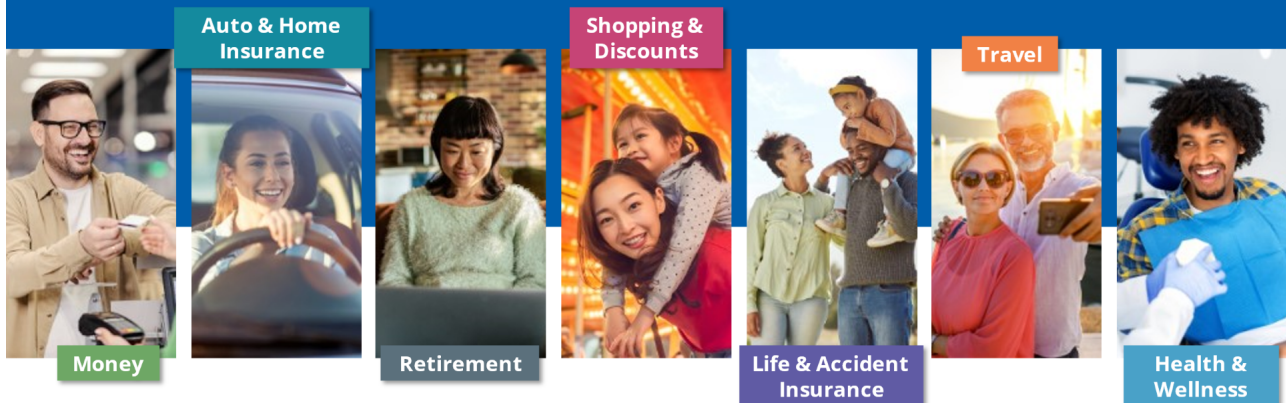
NEA Student Loan Forgiveness

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.



Get the Most Out of NEA Membership

Our benefit portfolio is designed to support members through every stage & phase of life by offering exclusive benefits designed with educators in mind.



nea *Member Benefits*

Learn more at
www.neamb.com/start



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.

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NOTES, CONTINUED