

# *Delta County Education Association*

## Welcome to Delta County Education Association (DCEA)!

You have joined the professional organization for certified educators in the Delta County School

District 50J. DCEA is affiliated with the Colorado Education Association (CEA) and the National Education Association (NEA), each dedicated to excellence in education and to the well-being of educators and students.

DCEA is recognized as the official “voice” for the certified staff members working with students. Our organization advocates for certified staff and for public education. Association activities include professional development, protection of teacher rights, negotiations, and lobbying at the state legislature.

DCEA members enjoy numerous benefit opportunities and the reassurance of support for any issues that may arise. Additional support is available through our Office Manager, Nishi Aragon, and our UniServ Director Steve Scroggins. Please feel free to contact us.

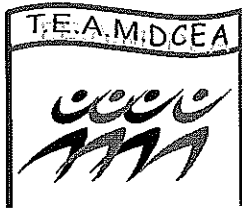
Best wishes for a successful and enjoyable school year!

Sincerely,

West Central Colorado UniServ Staff

Nishi Aragon  
970-242-6507  
naragon@coloradoea.org

Steve Scroggins  
970-683-1987  
sscroggins@coloradoea.org



## Delta County Education Association Together Everyone Achieves More!

We invite you to become a member of Delta County Education Association (DCEA). DCEA is recognized by the PSD Board of Education as the exclusive representative of all licensed teachers employed by the Board. ALL licensed staff benefit from the work of DCEA members, all licensed staff like you. In addition, DCEA Members enjoy many benefits of membership. We have also included probable outcomes if DCEA did not exist.

### What are *some* of the things DCEA does for Licensed Staff?

- Negotiate Salary and Benefits
- Negotiate Working Conditions
- Advocate for Collective and Individual Rights
- Support Educational Reform to help teachers teach
- Manage Extra Duty Compensation for Elementary and Secondary staff.

### What are *some* of the things CEA (Colorado Education Association) does for Licensed Staff?

- Promote a pro-active legislative strategy to support public education & educators, and increase funding, and engage in lobby activities at the Colorado Legislature
- Provide support for local associations & members in the development and implementation of education restructuring measures
- Increase members' awareness of education and Association issues through regular member publications and communications with local associations
- Advance and protect members' rights as education employees through representation and litigation
- Build broad-based community support for public education through local association activities with members and the public

~ over ~

## What are *some* of the things NEA (National Education Association) does for Licensed Staff?

- Build bipartisan support for public education through lobbying, ballot issues and legislative initiatives, and member education & mobilization
- Focus on improvements/changes to NCLB and changes to the Social Security penalties to public employees in Colorado & twelve other states
- Provide funds for state affiliates in support of positive legislation and ballot issues, and in opposition of negative, anti-teacher, anti-public education efforts
- Improve teaching and learning by advocating for qualified teachers and support professional in every classroom, providing strategies for school improvement, and raising student achievement

AND.....

## What if we did not have DCEA / CEA / NEA?

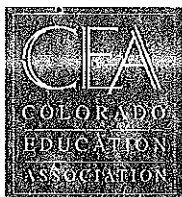
- Licensed staff would **make less money**—every year, during negotiations, the school district administration proposes a smaller percentage increase than we end up with. Over the last five years, PSD licensed staff would be making at least 5% less than they do today;

*In Colorado, the 2005-06 average teacher salary in districts that bargained with their School Boards was \$46,952. The average teacher salary in Districts that did not bargain was \$38,350. The difference? \$8,027 per year (almost 21%).*

- There would be **no Master Agreement** (between PSD and the three employee groups [DCEA/ACE/PASE]; which means there would be no agreed upon standard working conditions. The working conditions may be as it is today, but it is likely there would be *less planning time* in your day and perhaps even more workload.

*DCEA/CEA/NEA works to create a positive working environment for all licensed staff.*

- There might not be a clearly defined system of **Due Process** for **ALL** Licensed Staff involved in a conflict. DCEA/CEA/NEA has worked over the years to develop and maintain a system of due process to insure a teacher's rights are protected, even as the political winds blow.

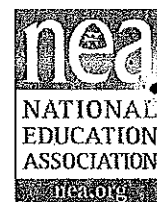


JOIN TODAY

TO HAVE A COLLECTIVE VOICE FOR QUALITY PUBLIC EDUCATION

CEA / NEA MEMBERSHIP FORM

September 1, 2020 - August 31, 2021



Great Public Schools  
for Every Student

PRINT, USE PEN

Last 4 of Social Security # \_\_\_\_\_ (this is CONFIDENTIAL / not sold or used outside of CEA/NEA)

Local Association: \_\_\_\_\_ School/Worksite: \_\_\_\_\_

First Name \_\_\_\_\_ MI \_\_\_\_\_ Last Name \_\_\_\_\_

Mailing Address \_\_\_\_\_ City \_\_\_\_\_ Zip Code: \_\_\_\_\_

Cell Phone \_\_\_\_\_ Home Phone \_\_\_\_\_

Personal Email \_\_\_\_\_ Date of Birth: (month) \_\_\_\_\_ (day) \_\_\_\_\_ (year) \_\_\_\_\_

Ethnicity: \_\_\_\_\_ Gender: \_\_\_\_\_ (see #4 on back) US Citizen: ☐ Yes ☐ No (see #4 on back)

Registered Voter: ☐ Yes ☐ No Political Affiliation: ☐ Republican ☐ Democrat ☐ Independent ☐ Other

**MEMBERSHIP TYPE:**

☐ Full-time

☐ Part-time or less (see #5 on back of form)

☐ Active K-12 Teacher or College Faculty and Transitional Retiree

☐ Principal / Assistant Principal

☐ Active Education Support Professional (ESP)

☐ Substitute

☐ Other: \_\_\_\_\_

POSITION: \_\_\_\_\_ SUBJECT: \_\_\_\_\_

☐ Check here for CEA First-Year Reduced Dues (This is the first year you have ever been employed by any public school district in the US.)

PAYMENT: ☐ Payroll Deduction ☐ Credit Card in full ONLY no recurring ☐ Electronic Funds Transfer (EFT) separate form required

☐ I have reviewed this form in its entirety and hereby authorize the continuing payment or dues deduction of unified dues (local affiliate, CEA, NEA -- as applicable) unless I revoke this authorization in writing to my local association or state in accordance with my local association's or state's governing documents. I also authorize modifications of the associations' dues. (see #1 on back of form)

MEMBER SIGNATURE (required)

DATE (required)

ASSOCIATION REP NAME at WORK SITE (please print)

*The Colorado Education Association works collectively to provide the  
best public education for every student.*

Annual Dues	
NEA	\$ _____
CEA	\$ _____
Local	\$ _____
UniServ	\$ _____
Total	\$ _____
Per Month	\$ _____
Contact local for dues	

**Authorization Agreement for Payment of Unified Association Dues  
by Electronic Funds Transfer (EFT)**

Paying your dues by EFT saves you time and money.

- ✓ This dues payment method includes your total dues obligation.
- ✓ It gives you peace of mind that your information is confidential and your membership benefits are intact.

PLEASE PRINT, USE A PEN, AND APPLY PRESSURE.

**1** Local Association (spell out) \_\_\_\_\_  
School/Work Site (spell out) \_\_\_\_\_

**2** First Name \_\_\_\_\_ MI \_\_\_\_\_ Last Name \_\_\_\_\_  
Home Address (Street) \_\_\_\_\_

Town \_\_\_\_\_ State if not CO \_\_\_\_\_ Zip Code \_\_\_\_\_

Home Phone (\_\_\_\_\_) \_\_\_\_\_ Last 4 Digits of Your SSN \_\_\_\_\_ Confidential/member i.d. only/ not sold  
or used except by Local-CEA-NEA

Personal (not school/work) Email Address \_\_\_\_\_

**3** Name of Your Banking Institution \_\_\_\_\_  
Bank Routing Number \_\_\_\_\_ Bank Account Number \_\_\_\_\_

NAME ADDRESS CITY, STATE ZIP		0123 01-29456789
DATE _____		
PAY TO THE ORDER OF _____ \$ _____		
BANK NAME ADDRESS CITY, STATE ZIP		DOLLARS
FOR _____		
⑆0123456789⑆	⑆01234567890123⑆	⑆123
Bank Routing Number	Bank Account Number	Check Number

STAPLE VOIDED CHECK OR SAVINGS  
DEPOSIT SLIP TO TOP COPY HERE.

**4** This Authorization Agreement must be accompanied by a voided check, savings deposit slip, or debit authorization form from your banking institution. Please attach it only to the top copy of this form.

I hereby authorize the Colorado Education Association (CEA) to initiate monthly Electronic Funds Transfers (EFT) from my checking or savings account for payment of my unified dues (local, state, national and UniServ, as applicable) unless I revoke this authorization in writing to my Local Association in accordance with my local's policy AND no later than the fifth (5th) day of the month.

I agree that my monthly dues obligation will be charged to my account by EFT on or about the last business day of each month beginning the first month after my employer ceases payroll deduction of my dues. I understand that there shall be no additional fee for EFT and that I must attach a voided check, savings deposit slip, or written debit authorization from my banking institution in order for this Authorization Agreement to be activated.

Member's Signature \_\_\_\_\_

Date (must be included) \_\_\_\_\_

RETURN THIS FORM TO YOUR ASSOCIATION REPRESENTATIVE TODAY  
TO KEEP YOUR MEMBERSHIP ACTIVE

# Why Become A Member?



Collective voice—3 million nationwide members

## Member Benefits

Complimentary Life Insurance

Free Liability Insurance

## Member Discounts

NEA Click and Save

Credit card deals, restaurants, theaters, concerts, travel

Auto, home, renters insurance



Collective voice—35,000 statewide members

Free Liability Insurance

Free Legal Assistance—individual, group, and state education employees

At the legislature—Legislation tracking, membership information, and resources

Statewide legislative campaigns and bargaining assistance

Professional Growth—COpilot education classes; Summer and Fall Leadership Conferences

Attorney Referral program—free consultations and discounts for:

Wills, estate issues, real estate, domestic relations, consumer protection, traffic violations



Collective Voice—1500 regional members

Comprehensive assistance for wide range of employment matters

Full time UniServ Director— personal and association advocate and ally

# Local Association

## Collective Voice

Community of educators working together to support and advocate for members and public education

For more information, contact your AR or call Steve Scroggins, UniServ Director 970-683-1987



FALL SEMESTER

# 2020 COpilot ENROLLMENT OPENS JULY 16

For more information, visit  
[www.ceacopilot.org](http://www.ceacopilot.org)

## ONLINE LEARNING MADE EASY

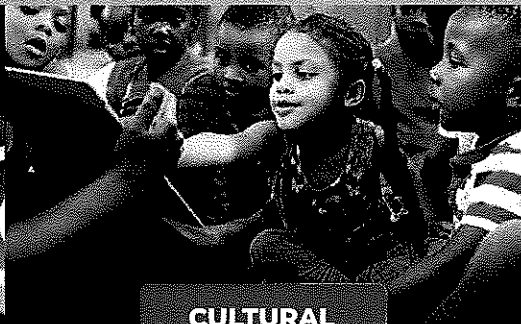
### Benefits of taking COpilot Classes

- ✓ Earn graduate credit and make more money
- ✓ Satisfy the English Learner PD license requirement for free
- ✓ Take advantage of special discounts and promotions for members
- ✓ Learn from actual teachers
- ✓ Collaborate with other educators
- ✓ Make digital teaching easier
- ✓ Self-paced classes free up time



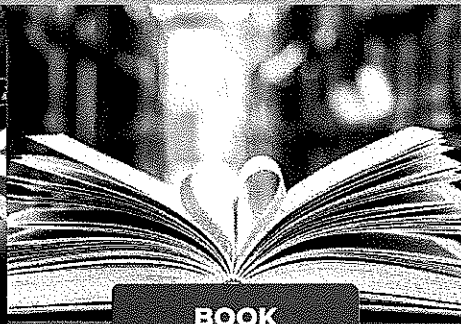
#### GOOGLE BASICS CLASSES

Learn the basics of Google applications like Docs, Forms, Sheets, and Slides!



#### CULTURAL RESPONSIVENESS

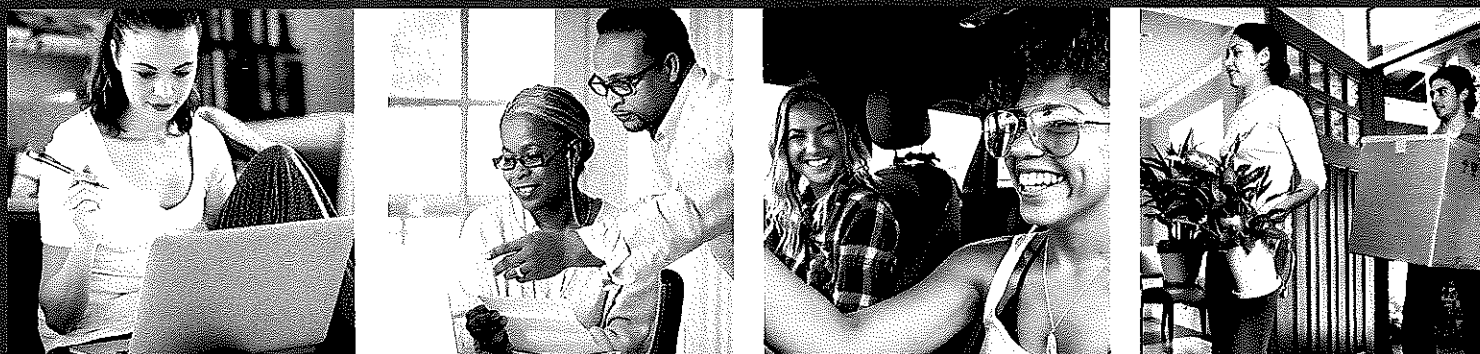
Explore classes that address systemic racism, culturally responsive teaching, and equity!



#### BOOK STUDIES

Read and study the most recent, classroom changing books available!





# Giving educators the support they deserve

Between school, after-school activities and your home life, there aren't enough hours in the day. NEA Member Benefits helps save time and money with information that's relevant to you as an educator. We'll help you research and select financial and insurance products, travel discounts, retirement advice and budget tips, allowing you to provide the life you want for your family.

## MONEY SMARTS

Get expert tips on how to create and live within a budget, without stressing yourself out at: [neamb.com/6-simple-steps](https://neamb.com/6-simple-steps) and discover how a better credit score can help you save money at [neamb.com/secrets-of-interest](https://neamb.com/secrets-of-interest). Plus, financial expert, Dave Ramsey, offers members the secret to getting out of debt — painlessly — at [neamb.com/debt-free-secret](https://neamb.com/debt-free-secret).

### See Your Savings Grow:

The NEA Savings Program<sup>1</sup> offers NEA® Online Savings Account, NEA® Money Market Account, and more. Products offered by Discover Bank, Member FDIC. [neamb.com/savings](https://neamb.com/savings)

### Our Lowest-Rate Card:

Save on interest charges with the NEA RateSmart® Card.<sup>2</sup> [neamb.com/ratesmart](https://neamb.com/ratesmart)

### Consolidate Debt Today:

Take advantage of no processing fees and low, competitive rates with the NEA Personal Loan.<sup>3</sup> [neamb.com/personal-loan](https://neamb.com/personal-loan)

## SMART DEALS

There are three things you probably could use a little more of: time, resources and money. Members have saved over \$12 million with NEA Click & Save, plus your membership provides money-saving discounts at [neamb.com/teacher-save](https://neamb.com/teacher-save). Looking for ways to dine out on a dime? Check out [neamb.com/dine-out](https://neamb.com/dine-out). Saving money doesn't have to be a seasonal thing — it can happen all year long at [neamb.com/year-round-savings](https://neamb.com/year-round-savings).

### Earn Rewards With Every Purchase:

Choose a card that earns cash back with the NEA® Cash Rewards Card.<sup>2</sup> [neamb.com/cashrewards](https://neamb.com/cashrewards)

### Everyday Deals Made for You:

Save on restaurants, electronics, movie tickets, home products (from Lowes to Etsy) and apparel with NEA Click & Save. [neamb.com/clickandsave](https://neamb.com/clickandsave)

### Save on Flowers and Gifts:

Save 20% on flowers, plants, gift baskets, gourmet foods, confections, plush stuffed animals, and more. [neamb.com/flowers](https://neamb.com/flowers)

## HOME & AUTO

As an educator, you're always looking for new ways to save money. Discover 7 ways to save on homeowner's insurance at [neamb.com/homeowner-savings](https://neamb.com/homeowner-savings). And if sudden car repairs pop up, see how to save a bundle at [neamb.com/repair-wise](https://neamb.com/repair-wise). And when you have time to tackle spring chores, try this home and garden checklist at [neamb.com/hg-checklist](https://neamb.com/hg-checklist).

### Save an Average of \$495 per Year:

Members save big with NEA Auto & Home Insurance provided by California Casualty.<sup>3</sup> [neamb.com/autohome](https://neamb.com/autohome)

### Average Member Discount of \$3,402:

With the NEA® Auto Buying Program, members regularly see big savings off MSRP. [neamb.com/autobuying](https://neamb.com/autobuying)

### Member-Only Savings on Appliances:

Shop this secure online store for quality GE home appliances at amazing discounts. [neamb.com/appliances](https://neamb.com/appliances)

### Smart, Simple Home Financing:

*Paid advertising brought to you by First National Bank of Omaha.<sup>4</sup> The First National Bank of Omaha Home Mortgage can help members save an estimated \$700 with no application fee, no origination fee and no processing fee. [neamb.com/homeloans](https://neamb.com/homeloans)*



## TRAVEL & EXPERIENCES

Spend your travel budget wisely. Check out these 8 little-known vacation deals for teachers at [neamb.com/travel-deals](http://neamb.com/travel-deals). Plus, here are 100 free attractions to enjoy around the U.S.!

[neamb.com/free-attractions](http://neamb.com/free-attractions). And because getting away shouldn't add to your stress, see how to plan a vacation without going into debt at [neamb.com/vacation-budget](http://neamb.com/vacation-budget).

### Travel Ideas Delivered to You:

Subscribe now to get the inside scoop on travel deals and tips.

[neamb.com/travelsignup](http://neamb.com/travelsignup)

### Plan Your Perfect Getaway:

Use NEA Vacations to book airfare, hotels, cruises and resorts at amazing low prices.

[neamb.com/neavacations](http://neamb.com/neavacations)

### Go on a Guided Tour:

Travel with your friends on a group tour to some of the world's most exotic destinations. Leave the planning to the experts so you can have more fun.

[neamb.com/trafalgar](http://neamb.com/trafalgar)

## HEALTH & SECURITY

Keeping personal information safe and secure is rapidly becoming a full-time endeavor. Get 10 tips for safe online shopping at [neamb.com/safe-shopping](http://neamb.com/safe-shopping). Being aware so you can be prepared is vital when it comes to planning for the future. Get the facts with our Long-Term Planning Guide at [neamb.com/long-term-thinking](http://neamb.com/long-term-thinking). See why giving your loved ones the gift of security is crucial at [neamb.com/family-security](http://neamb.com/family-security).

### Help Protect Those You Love:

Choose from a range of quality life insurance plans, all at member-only group rates.<sup>5</sup>

[neamb.com/insurance](http://neamb.com/insurance)

### Affordable Care for Your Pets:

NEA Pet Insurance<sup>6</sup> plans start at \$1 per day for emergency visits, prescriptions, exams, X-rays, and more. [neamb.com/pet](http://neamb.com/pet)

### Enjoy Hassle-Free Health Benefits:

Get affordable access to comprehensive care with NEA Dental & Vision Insurance Plans. [neamb.com/dentalvision](http://neamb.com/dentalvision)

## RETIREMENT GOALS

When you're starting out, the idea of planning for retirement feels like an impossible task. Discover why planning and saving for retirement is a marathon, not a sprint, at [neamb.com/save-for-retirement](http://neamb.com/save-for-retirement), and why you should start saving early at [neamb.com/nest-egg](http://neamb.com/nest-egg). Then take advantage of this 5-minute retirement checkup tool at [neamb.com/checkup](http://neamb.com/checkup).

### Manage Retirement Savings & Income:

Plan with the NEA Retirement Program. There are a variety of options that can help you protect retirement savings or create a reliable income stream.

[neamb.com/retirement-program](http://neamb.com/retirement-program)

### Choose Your Own Doctor:

The NEA<sup>®</sup> Retiree Health Program (to supplement Medicare)<sup>7,8</sup> has options at member-only group rates and no provider lists. [neamb.com/rhp](http://neamb.com/rhp)

## Stay in the know

We've compiled this handy checklist to help you stay on top of your benefits and take advantage of the tools available to you.

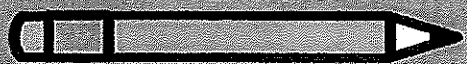
- ☐ **Register for your benefits** and save your info here (*your User ID to log in will be your email address, and you will create your own personalized password*): User ID \_\_\_\_\_ Password \_\_\_\_\_
- ☐ **Subscribe to free newsletters** filled with helpful tips and solutions at: [neamb.com/newsletters](http://neamb.com/newsletters)
- ☐ **Enroll in NEA Click & Save** for email alerts and advance notice of special offers that interest you: [neamb.com/clickandsave](http://neamb.com/clickandsave)
- ☐ **Sign up for NEA Vacations** to browse deals on hotels, resorts, cruises, and more. Receive \$500 in Travel Dollars the first time you use it: [neamb.com/neavacations](http://neamb.com/neavacations)
- ☐ **Speak to a Member Advocate** for benefits assistance when you call 1-800-637-4636
- ☐ **Register a beneficiary** for your no-cost NEA Complimentary Life Insurance coverage to let us know where you want your benefits to go: [neamb.com/complife](http://neamb.com/complife)
- ☐ **Get more info** that you can use on a range of topics. Text **ALLFLYERS** to **73915**
- ☐ **Add a shortcut** to your mobile device to easily check NEAMB.com for the latest information.  
Need instructions? Text **SHORTCUT** to **73915** for step-by-step help

**nea** Member Benefits

**No dues dollars are used to market NEA Member Benefits programs.** Some programs are not available in all states. NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA's Member Benefits Corporation.

**1** Deposit products are offered by Discover Bank, Member FDIC. **2** For information about the rates, fees, other costs and benefits associated with the use of these credit cards, please visit us online at [www.neamb.com/finance/credit-cards](http://www.neamb.com/finance/credit-cards). These credit card programs are issued and administered by Bank of America, N.A. **3** The NEA Auto and Home Insurance Program is provided exclusively by California Casualty. Insurance products listed are subject to availability and eligibility. **4** First National Bank of Omaha (FNBO) is a mortgage lender advertising its home mortgages to NEA Members. Neither NEA nor NEA's Member Benefits Corporation endorse, recommend, or guarantee products or services offered by FNBO. NEA Members are not required to use FNBO. FNBO, NEA and NEA's Member Benefits Corporation encourage NEA Members to shop around to ensure you are receiving the services and loan terms that fit your home financing needs. Neither NEA nor NEA's Member Benefits Corporation is a mortgage lender, and they do not take loan applications, offer, negotiate, arrange or make mortgage loans or lines of credit. First National Bank of Omaha NMLS ID 412727. **5** NEA Life coverages are issued by The Prudential Insurance Company of America, Newark, NJ. **6** Pet Insurance is underwritten by American Pet Insurance Company. Please visit [www.americanpetinsurance.com](http://www.americanpetinsurance.com) to review all available pet health insurance products. **7** Provided by the NEA Members Insurance Trust. **8** Your rate depends on your particular circumstances; not all members will save.

# Why COpilot?



COpilot has

**1,284**

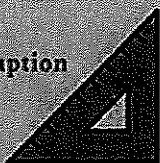


users.



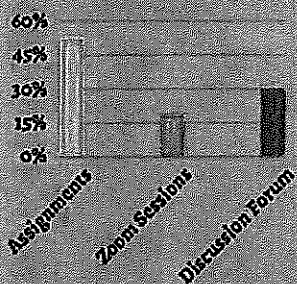
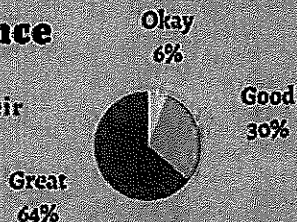
## Most Popular Courses

- The Art of Coaching
- Mathematical Mindsets
- Restorative Justice
- Intentional Interruption



## User Experience

Course participants were asked to rate their COpilot experience.



## Most Useful Activities

Course participants were asked about their favorite course activities.

**96%**



of course participants would recommend COpilot to a friend or colleague.

## Follow us on Social Media



@ceacopilot



@CEA\_COpilot



@cea\_copilot

## ABOUT COpilot

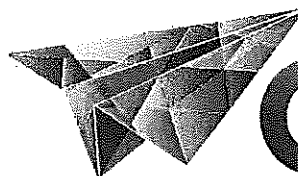
COpilot is a meaningful, convenient, and flexible online learning platform that supports educators by expanding their learning opportunities. It is CEA's innovative and groundbreaking tool that delivers peer-to-peer support and relevant resources to give educators a professional edge so they can help every student thrive!

## EDUCATORS STAY CONNECTED

COpilot is a system designed for professional learning communities and collaborations that encourage continuous learning. Courses emphasize implementation of content in the classroom.

## WE HELP EDUCATORS RAISE THEIR CAREERS

COpilot features dozens of courses and thousands of lesson plan resources taught and designed by CEA members all in one place.



# COpilot

Colorado Professional Institute for Learning Online Together

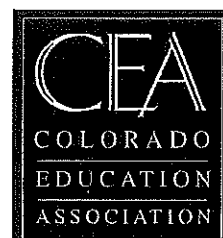
## CONTACT US

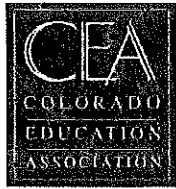
A: 1500 Grant Street, Denver, CO 80203

P: 303.837.1500 | 800.332.5939

W: [www.ceacopilot.org](http://www.ceacopilot.org)

E: [ceacopilot@coloradocea.org](mailto:ceacopilot@coloradocea.org)





# THE CEA-NEA ATTORNEY REFERRAL PROGRAM:

**Your best value for personal legal help**

*For more than 150 years, we have relied on our Association for support and service in many areas. One very popular program is the CEA-NEA Attorney Referral Program (ARP), providing you and your family with affordable access to legal help for personal matters.*

An eligible CEA-NEA member gets two free 30-minute consultations on personal legal issues during each membership year, September 1 through August 31.

If you need help beyond this, our program gives you legal assistance at rates well below participating attorneys' usual fees. "Eligible members" are Active Members (teacher or education support professional) and Retired Members and the member's spouse and dependent children.

CEA and NEA have secured attorneys in Colorado and throughout the U.S. to participate in our ARP at substantially reduced rates. During the two free consultations, you can get legal assistance in five core areas at a 30 percent discount off the normal hourly fee at any time in any of the nearly 40 states in the program.

Our Association is committed to having only qualified, competent attorneys in our Attorney Referral Program. Before attorneys can help our members, they are approved by both NEA and CEA. They must agree to provide service at convenient times outside education employees' normal work days; discuss fees before they provide services; and accept payment by installment payment plans.

## **Five Core Areas, 30% fee discount**

- 1. Wills and Estates** Wills, estate planning, help for estate executors or administrators, guardianship proceedings
- 2. Real Estate** Purchase or sale of residential property, landlord disputes, property line controversies, zoning laws and land use regulations
- 3. Domestic Relations** Annulment, divorce, separation; alimony, custody, child support, guardianship, adoption, paternity and name changes
- 4. Consumer Protection** Disputes with creditors or finance agencies; proceedings with retailers about defective merchandise
- 5. Traffic Violations** Charges of operating under the influence, reckless driving, or offenses involving potential loss of license, jail sentence, and financial liability in excess of \$500

CEA publishes a list of the participating attorneys (on the reverse side) several times each year. Check the CEA web site, [www.coloradoea.org](http://www.coloradoea.org), for changes in the list before you contact an attorney. Then contact the attorney and identify yourself as a NEA-CEA member participating in the NEA-CEA Attorney Referral Program. For more information, contact Angela Jordan at CEA, your local president, or your UniServ office. For a list of all participating attorneys in the country, contact Angela Jordan ([ajordan@coloradoea.org](mailto:ajordan@coloradoea.org)).

# Participating Attorneys • January 2020 • Pre-discount Hourly Fee

## Northern & Northeast Colorado

Jeffrey D. Larson, Esq.

Traffic

*Also accepts criminal matters*

515 Kimbark Street, Suite 105

Longmont 80501 303-776-4400

\$290

## Samson Law Firm, P.C.

Real Estate, Wills and Estates

*Also accepts social security and disability cases*

717 5<sup>th</sup> Avenue

Longmont 80502 303-776-1169

\$300

## Ayers Law Firm, P.C.

Real Estate, Wills and Estates, Domestic Relations,

Consumer Protection, Traffic Violations

717 5<sup>th</sup> Avenue

Longmont 80502 303-449-1988

250 Arapahoe Avenue #301

Boulder 80302 303-449-1988

\$250

## Andrew F. McClary, Esq.

Real Estate, Traffic, Wills and Estates

507 Warner Street

P. O. Box 597

Fort Morgan 80701 970-867-5621

\$200

## Western Slope & Southwest

### Feldmann Nagel Cantafio Law

Domestic Relations, Traffic, Wills and Estates

*Also accepts oil & gas, military, wild life, personal injury, criminal,*

*Employment, workers' compensation, HOA and cannabis law*

345 Lincoln Avenue, Suite 202

Steamboat Springs 80487 888-458-0991

*Also 56 Edwards Village Blvd., Suite #219-1*

Vail/Edwards 81632 888-458-0991

\$345

## Tom Riser, Esq.

Domestic Relations, Traffic, Real Estate and Estate Planning

*Also accepts worker's comp and personal injury*

103 W. Tomichi Avenue, Suite B

Gunnison 81230 970-642-4111

\$185

## Lazar Law, LLC

Wills and Estates

101 Waterside Drive #D303

Fraser 80442 303-912-9874

3900 E. Mexico Avenue #300

Denver 80210 720-907-7662

\$300

## Southern Colorado

Gaddis, Herd, Craw & Adams P.C.

Wills and Estates

*Also accepts personal injury and medical malpractice cases*

15 W. Cimarron Street, Suite 300

Colorado Springs 80903 719-249-6240

\$285

## Robinson & Henry, P.C.

*Also accepts bankruptcy, personal injury, criminal law, foreclosure*

*defense, worker's comp, immigration and homeowners association*

7555 E. Hampden Avenue, Suite 600

Denver 80231 303-338-2365

*Also 217 South Ridge Alley, Unit B*

Breckenridge 80424 720-356-4356

*Also 1975 Research Parkway, Suite 100*

Colorado Springs 80920 719-632-1919

*Also 900 Castleton Road, Suite 200*

Castle Rock 80109 303-688-0944

\$260 - \$350

## Denver Metro

Mark Weseman, P.C.

Domestic Relations, Real Estate, Wills and Estates

*Also accepts immigration and elder law*

2 Garden Center, Suite 305

Broomfield 80020 720-837-2919

\$225

## Paul R. Danborn, Esq.

Frie, Arndt & Danborn, P.C.

Real Estate, Domestic Relations and Wills and Estates

7400 Wadsworth Blvd., Suite 201

Arvada 80003 303-420-1234

\$325

## Brian Landy, Esq.

Real Estate, Wills and Estates, Consumer Protection

*Also accepts bankruptcy cases*

4201 E. Yale Avenue, Suite 110

Denver 80222 303-781-2447

\$300

## The Hughes Law Firm

Wills and Estates

*Also accepts elder law, Medicaid & veterans benefits*

4155 E. Jewell Avenue, Suite 500

Denver 80222 720-588-4894

\$360

## Elkus Sisson & Rosenstein, P.C.

Domestic Relations, Real Estate, Consumer Protection, Traffic

*Also accepts personal injury, corporate and other commercial*

*transactions, labor-management relations and libel and slander*

501 S. Cherry Street, Suite 920

Denver 80246 303-567-7981

\$300

## Feldmann Nagel Cantafio Law

Domestic Relations, Traffic, Wills and Estates

*Also accepts oil & gas, military, wild life, personal injury, criminal,*

*Employment, workers' compensation, HOA and cannabis law*

1875 Lawrence Street, Suite 730

Denver 80202 888-458-0991

*Also 1111 Pearl Street, Suite 203*

Boulder 80302 888-458-0991

\$345

## Paula Tomko, Esq.

Real Estate, Consumer Protection, Wills and Estates

*Also accepts bankruptcy and disability cases*

7827 W. 38<sup>th</sup> Avenue

Wheat Ridge 80033 303-586-2979

\$350

## Sheila Carrigan, Esq.

Domestic Relations

*Also accepts corporate and other commercial transactions and*

*personal injury and elder law cases*

5277 Manhattan Circle, Suite 103

Boulder 80303 303-494-5873

\$295

## Perlick Legal Counsel, P.C.

Estate Planning, Probate, Estate & Trust Administration

885 Arapahoe Avenue

Boulder 80302 303-449-6543

\$395

## Schaefer Law

Domestic Relations

*Also accepts personal injury and business law*

14450 Elizabeth Court

Thornton, CO 80602 303-564-4323

\$275

## Overcoming the "Barriers to Belonging"

### **"I don't always agree with your association."**

Few people agree with 100% of what any organization does- your church, club, political party, neighborhood association, your family, your country. That does not keep you from belonging. As a member, you have the right to disagree with what we do and to help change what you do not like, but if you are not a member, you cannot affect change.

### **"Your association doesn't do things for students. I'm in education for the kids."**

That's not true, or course. We lobby for more money for schools and we push legislators to improve state mandated testing and the Every Student Succeeds Act. We work to lower class size and improve student achievement. We help the public see education in a positive way through our advertising programs. We help members become better at their jobs through mentoring, workshops, seminars, research, grants, and much more.

### **"There's no reason to join. I get all the benefits without belonging."**

You may get the pay raise we negotiate, but that is where the benefits stop. If you are not a member, you have no voice in what we do. You do not have access to our services such as legal help or liability insurance, workshops and publications. Most importantly, you should belong to help build our solidarity and unity. There is strength in numbers. We can get more done if you are a member and you are with us.

### **"I'll join the local, but I don't want to join CEA and NEA."**

We can't accommodate that request. We have unified membership (local, state, national) because the three levels of our Association work in tandem to address our members' needs. CEA and NEA provide services for our Local and do things for us that we cannot do alone. CEA and NEA dues come back to our local to help us fund programs for members right here at home.

### **"I can't afford to join. It costs too much."**

We understand that we are asking you to make a financial commitment. Think of your dues investment as "job insurance." Consider participating in some of our Member Benefits programs so you can save money on your dues investment. I like to think of belonging to our Association as an opportunity to improve things for my students and me, rather than a service or product I am buying. That makes it "worth it" to me.

### **"My spouse works for the same employer I do. Why do we both have to belong?"**

Because you are both guaranteed our benefits and services as individuals. We also have "collective" benefits that are individual, like liability insurance, legal services, on-the-job assistance, seminars, and workshops. Think of it like health insurance – it covers you and only you.

### **"I just don't believe in joining a group (or a union)."**

We are able to do more as a group than we can as individuals – in salary negotiations, lobbying at the Capitol, providing personal benefits that save you money. It may sound trite, but together we can do what none of us can do alone. We are a union because we are people working together to achieve common goals. We are a professional association because we advocate for public education beyond traditional "union" issues of job security and salaries.

### **"I can get liability insurance a lot cheaper."**

You might be able to find inexpensive liability insurance, but that is not what educators need. You need Legal Services: immediate, on-site help from experienced UniServ staff and CEA attorneys if you have a job-related

problem. Unless the insurance you are talking about provides immediate access to a professional skilled in labor and school law, your policy does not compare to belonging to us.

**"You protect bad employees."**

Our job is to protect every member's right to due process in his/her job -- to make sure the administration follows the rules and doesn't violate your professional rights. We make sure you are fairly treated, but we do not judge whether you're right or wrong, good or bad. We also expect our employers to decide who is a good employee, and who is not. It is not our job to decide.

**"I'll never need your help. The administration will watch out for me."**

First, that is not the administration's job. Second, there is no guarantee that your employer will help you if a parent sues you, a child is injured while you're supervising, or someone accuses you of a crime like child abuse. Though the administration may be supportive, you need someone who will ADVOCATE FOR YOU, provide legal help, and make sure you are given due process. Someone who will be there for you and be on your side.

**"I think I'll just wait and see what you do this year. Maybe I'll join later."**

We need you as a member right now. We can do a lot more if you belong now, not later. We are the group that looks out for your job, helps improve education, lobbies for school funding, and represents educators. If you wait to see if you need us, you should know that you must be a member at the time you need help. If you are not, we cannot help you. Your membership cannot be retroactive. It is like insurance -- you'd better have it when you need it.

**"I can't join because you give your money to political candidates I don't support."**

We contribute to our recommended candidates from our political action funds. You can get a refund on that part of your dues (Every Member Option) through an easy process of notifying CEA in writing. The money NEA contributes to NEA-recommended federal candidates comes from members' voluntary contributions, and it is totally separate from dues that members pay to NEA.

**"I don't believe in NEA because NEA believes in \_\_\_\_."**

I think it is important to look at our Association's belief statements (resolutions) and see exactly what they say. Our policies and beliefs are created by the members we elect to represent us at governance meetings like CEA Delegate Assembly and NEA Representative Assembly. That's how our policies are made. *(Get the specific language of our resolution/policy and deal with this head-on. Many times the potential member has heard/read something that's not true. YOU MUST know our positions.)*

**"You help elect only Democrats to office."**

We invite all candidates to interview with our members. We use only public education issues that directly affect our members in deciding whom to recommend. We want to be sure our recommended candidates measure up on the issues our members care about the most. We recommend candidates without regard to their political affiliation as long as we know they support our issues.

**"I'm from a family of union members. Your organization isn't tough enough for me."**

It is great to meet someone with such solid union values. We can really use your help in our Association. We are working to improve (name the specific things your local is working on). The more of us who are members, the easier it will be to get what we want and what is right for educators.

## DCEA Leadership Team

Delta High School	Scott Siettmann	scottsiettmann@gmail.com
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Garnet Mesa Elementary	Heather Savory	hsansonetis@gmail.com
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Delta High School	Kelly Johnson	kryan@deltaschools.com
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Delta Middle School	Jason Atchley	jatchley619@gmail.com
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# DCEA

## DCEA Leadership Team

Delta High School	Scott Siettmann	scottsiettmann@gmail.com
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Garnet Mesa Elementary	Heather Savory	hsansonetis@gmail.com
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Delta High School	Kelly Johnson	kryan@deltaschools.com
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Delta Middle School	Jason Atchley	jatchley619@gmail.com
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# DCEA



## **DCEA 2020-2021 Monthly Dues**

Full Time Certified	\$59.97
<b>Half Time</b> Certified	\$31.01
1st Year Full Time Certified	\$44.85
1st Year <b>Half Time</b> Certified	\$23.45

Full Time ESP	\$31.57
<b>Half Time</b> ESP	\$16.78
1st Year Full Time ESP	\$24.01
1st Year <b>Half Time</b> ESP	\$12.70

DCEA invites you to "Team up for Success"  
Dues payments are tax deductible as miscellaneous

## **DCEA 2020-2021 Monthly Dues**

Full Time Certified	\$59.97
<b>Half Time</b> Certified	\$31.01
1st Year Full Time Certified	\$44.85
1st Year <b>Half Time</b> Certified	\$23.45

Full Time ESP	\$31.57
<b>Half Time</b> ESP	\$16.78
1st Year Full Time ESP	\$24.01
1st Year <b>Half Time</b> ESP	\$12.70

DCEA invites you to "Team up for Success"  
Dues payments are tax deductible as miscellaneous

## West Central Colorado UniServ

### WCCU Executive Council

Unit Chair	Kevin LaDuke	<a href="mailto:kladuke@coloradoea.org">kladuke@coloradoea.org</a>
Vice Chair	Leslie Hammond	<a href="mailto:lhammond08@gmail.com">lhammond08@gmail.com</a>
Treasurer	Mel Kallemeyn	<a href="mailto:kallemeyn69@gmail.com">kallemeyn69@gmail.com</a>
Secretary	Nora Waldow	<a href="mailto:nora.waldow@mcsd.org">nora.waldow@mcsd.org</a>

### WCCU Employees

UniServ Director	Steve Scroggins	<a href="mailto:sscroggins@coloradoea.org">sscroggins@coloradoea.org</a>	970-683-1987
Office Manager	Nishi Aragon	<a href="mailto:naragon@coloradoea.org">naragon@coloradoea.org</a>	970-242-6507

**WCCU Office: 2472 Patterson Ave #13, Grand Junction, CO 81505 970-242-6507**

## West Central Colorado UniServ

### WCCU Executive Council

Unit Chair	Kevin LaDuke	<a href="mailto:kladuke@coloradoea.org">kladuke@coloradoea.org</a>
Vice Chair	Leslie Hammond	<a href="mailto:lhammond08@gmail.com">lhammond08@gmail.com</a>
Treasurer	Mel Kallemeyn	<a href="mailto:kallemeyn69@gmail.com">kallemeyn69@gmail.com</a>
Secretary	Nora Waldow	<a href="mailto:nora.waldow@mcsd.org">nora.waldow@mcsd.org</a>

### WCCU Employees

UniServ Director	Steve Scroggins	<a href="mailto:sscroggins@coloradoea.org">sscroggins@coloradoea.org</a>	970-683-1987
Office Manager	Nishi Aragon	<a href="mailto:naragon@coloradoea.org">naragon@coloradoea.org</a>	970-242-6507

**WCCU Office: 2472 Patterson Ave #13, Grand Junction, CO 81505 970-242-6507**