

# *Rangely County Education Association*

## Welcome to Rangely County Education Association (RCEA)!

You have joined the professional organization for certified educators in Rangely County School District Re4. RCEA 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.

RCEA 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.

RCEA 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.

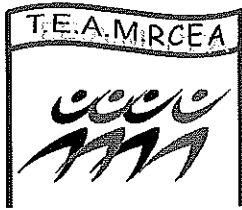
Best wishes for a successful and enjoyable school year!

Sincerely,

West Central Colorado UniServ Staff

Nishi Aragon  
970-242-6507  
[naragon@coloradoea.org](mailto:naragon@coloradoea.org)

Steve Scroggins  
970-683-1987  
[sscroggins@coloradoea.org](mailto:sscroggins@coloradoea.org)



## **Rangely County Education Association Together Everyone Achieves More!**

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

### **What are *some* of the things RCEA does for Members?**

- 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 Members?**

- 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 Members?

- 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 RCEA / CEA / NEA?

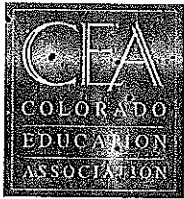
- Members would **make less money**—every year, during negotiations, the school district administration proposes a smaller percentage increase than we end up with. Over the last five years, PSD licensed staff would be making at least 5% less than they do today;

*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 [UVEA/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.

*RCEA/CEA/NEA works to create a positive working environment for all Members.*

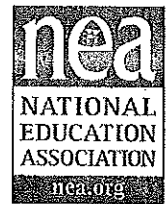
- There might not be a clearly defined system of **Due Process** for **ALL** Members involved in a conflict. RCEA/CEA/NEA has worked over the years to develop and maintain a system of due process to insure a teacher's rights are protected, even as the political winds blow.



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 reoccurring ☐ 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	

**COLORADO EDUCATION ASSOCIATION**  
**MEMBERSHIP FORM**  
**SEPTEMBER 1, 2020—AUGUST 31, 2021**

1. I understand my membership is voluntary. I fully understand that the annual association dues, fees, and assessments required for membership in the three associations are subject to periodic change by the governing bodies of the associations and authorize on a continuing basis the payment of the modified dues unless I revoke my membership in writing with the appropriate local association or I am no longer working with the school district.
2. I understand that I must maintain active and continuous membership to continue to receive membership benefits, legal services, and any other NEA or CEA products.
3. By providing my cell phone number, I understand and agree that CEA / NEA / NEAMB may use automated calling, prerecorded calls, and/or text me on a periodic basis. The three affiliates will never charge for text message alerts. Carrier message/data rates may apply. I understand that I can revoke my consent at any time.
4. The CEA Active full-time membership dues for teachers, building principals, and college faculty includes \$43 Every Member Option (EMO) for political activities and \$15 Public Relations Assessment for CEA's advertising campaign. The CEA Active full-time membership dues for Education Support Professionals includes \$21.50 EMO and \$7.50 PR Assessment. EMO and the PR Assessment are pro-rated for part-time members.

The CEA will refund the EMO by check if the member notifies CEA in writing before December 15 by U.S. mail or email at the CEA website, [coloradoea.org](http://coloradoea.org). CEA notifies all Active members who join after Dec 15 about EMO. Retired, Student, and Reserve members do not pay EMO or the PR Assessment, though they may make contributions to either or both. There is EMO refund information at [coloradoea.org](http://coloradoea.org). Providing U.S. Citizen information is voluntary, it is collected in order to refund Every Member Option contributions to non-U.S. citizen members in accordance with Colorado law.

Ethnicity information is optional.

Gender information is optional. Current choices for gender are: Female, Male, Transgender Female, Transgender Male, Gender Expansive/Non-Conforming, Other

5. If you work half-time or less, you will pay half dues. This is determined by your employment contract and by the threshold of 1,440 hours for Educational Support Professionals. A member who works 25% or less of full-time is eligible to pay a quarter of NEA dues. If an Active member joins after September 1, the local association must prorate the dues by the number of months.
6. Dues payments are not deductible as charitable contributions for federal income tax purposes, but (a portion) may be deductible as a miscellaneous itemized deduction.
7. All information is confidential. CEA does not sell or give away member lists. Membership is open only to public education employees and students in pre-teaching programs at any public or private college/university.

**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 01-23456789
DATE _____		
PAY TO THE ORDER OF _____	\$ _____	
BANK NAME ADDRESS CITY, STATE ZIP		DOLLARS
FOR _____		
⑆0123456789⑆	⑆01234567890123⑆	⑆0123
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



## NEA Complimentary Life Insurance<sup>SM</sup> / NEA Introductory Term Life Insurance<sup>SM</sup> REGISTRATION FORM

These programs are provided at no cost to eligible members by the NEA Members Insurance Trust. To help us administer these programs, please complete this form in its entirety, then fold, seal and mail. No postage necessary.

MEMBER NAME- LAST

FIRST

MI

RESIDENCE- STREET

CITY

STATE

ZIP

PHONE

DATE OF BIRTH

SOCIAL SECURITY NUMBER (LAST 4 DIGITS)

Gender

AREA CODE

M M

D D

Y Y

Y Y

Y Y

Male

Female

Home e-mail address Please provide your home e-mail address to receive information and updates about NEA MB programs, Web Site offers, and giveaways.

BENEFICIARY: Please name your beneficiary:

LAST NAME

FIRST

MI

BENEFICIARY ADDRESS- STREET

CITY

STATE

ZIP

RELATIONSHIP (To Member)

BENEFICIARY E-MAIL ADDRESS

By signing this form, I am designating the beneficiary listed above for death benefits applicable under the Introductory Term Life Insurance.

X

Member's Signature

Date

Mail to: National Education Association  
PO Box 261  
Annapolis Junction, MD 20707-0140

If a beneficiary is not named, any amount of insurance at your death will be paid to the first surviving beneficiary class as listed in the following order:

1. Spouse
2. Children
3. Parents
4. Siblings
5. Estate

To name more than one beneficiary, call toll free 1-800-637-4636.

Number of children age 22 or younger dependent on you for support: ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 or more

Children's Year of Birth

1st Child

2nd Child

3rd Child

4th Child

Marital Status

☐ Single ☐ Married ☐ Domestic Partner

☐ Divorced/Separated/Widow

Are you the major wage earner in the household?

☐ Yes ☐ No

Household Income Range?

- |  |  |
|--|--|
| <input type="checkbox"/> \$29,999 or below | <input type="checkbox"/> \$70,000 - 99,999   |
| <input type="checkbox"/> \$30,000 - 39,999 | <input type="checkbox"/> \$100,000 - 124,999 |
| <input type="checkbox"/> \$40,000 - 49,999 | <input type="checkbox"/> \$125,000 - 149,999 |
| <input type="checkbox"/> \$50,000 - 59,000 | <input type="checkbox"/> \$150,000 and above |
| <input type="checkbox"/> \$60,000 - 69,999 |  |

### ADDITIONAL REGISTRATION OPTION

- ✓ go to [neamb.com/insurance](http://neamb.com/insurance) and register as an NEA Member.

- ✓ click on "NEA Complimentary Life Insurance" to Name Your Beneficiary.

Of course, you can always Name Your Beneficiary by contacting the NEA Member Service Center toll-free, at 1-800-637-4636, Monday-Friday from 8:00 a.m. to 8:00 p.m. (EST).

# 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—38,000 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





# 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](http://neamb.com/6-simple-steps) and discover how a better credit score can help you save money at [neamb.com/secrets-of-interest](http://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](http://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](http://neamb.com/savings)

### Our Lowest-Rate Card:

Save on interest charges with the NEA RateSmart® Card.<sup>2</sup> [neamb.com/ratesmart](http://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](http://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](http://neamb.com/teacher-save). Looking for ways to dine out on a dime? Check out [neamb.com/dine-out](http://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](http://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](http://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](http://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](http://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](http://neamb.com/homeowner-savings). And if sudden car repairs pop up, see how to save a bundle at [neamb.com/repair-wise](http://neamb.com/repair-wise). And when you have time to tackle spring chores, try this home and garden checklist at [neamb.com/hg-checklist](http://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](http://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](http://neamb.com/autobuying)

### Member-Only Savings on Appliances:

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

# Why COpilot?



COpilot has

**1,284**

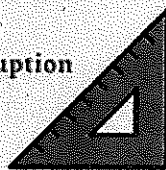


users.



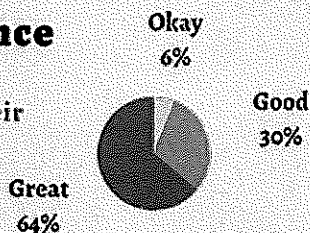
## Most Popular Courses

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



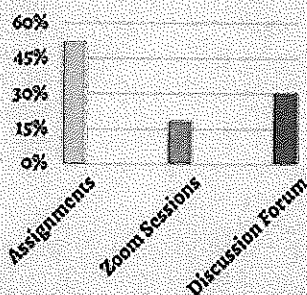
## User Experience

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

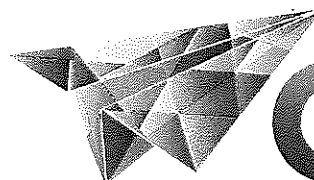
COpilot is a meaningful, convenient, and flexible online learning platform that supports educators by expanding their learning opportunities. It is CEA's innovative and groundbreaking tool that delivers peer-to-peer support and relevant resources to give educators a professional edge so they can help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

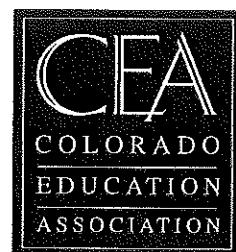
## CONTACT US

A: 1500 Grant Street, Denver, CO 80203

P: 303.837.1500 | 800.332.5939

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

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





FALL SEMESTER

# 2020 COpilot ENROLLMENT OPENS JULY 16

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

## ONLINE LEARNING MADE EASY

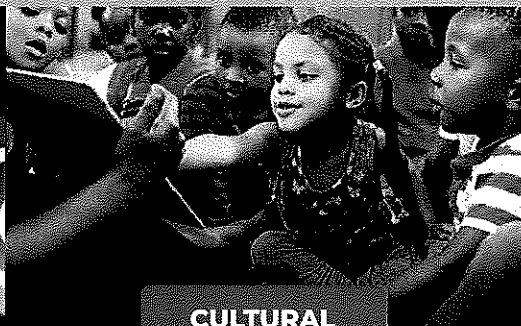
### Benefits of taking COpilot Classes

- ✓ 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



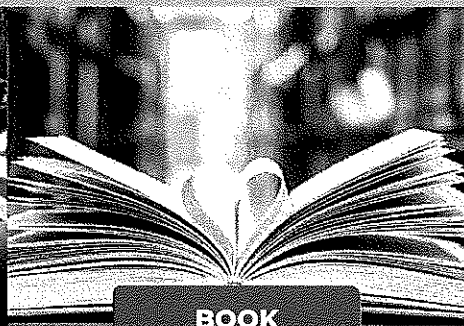
#### GOOGLE BASICS CLASSES

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

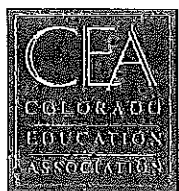
Read and study the most recent, classroom changing books available!

Learn more about the Colorado Education Association and COpilot

☎ 303.837.1500 ✉ [ceacopilot@coloradoea.org](mailto:ceacopilot@coloradoea.org) 🌐 [www.ceacopilot.org](http://www.ceacopilot.org)

**TAKING YOUR CAREER  
TO THE NEXT LEVEL**





# 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

## **Top Ten Reasons to Belong to a Teacher's Association:**

#10 A negotiated master agreement protects terms and conditions of employment. Your master agreement and contract rights cannot be altered at the District's whim. It is enforceable by a grievance and arbitration procedure. It is a contract! And it has teeth!

#9 Associations help to break down barriers in workplaces - they unite teachers and create a community so teachers don't feel isolated and fearful of administrations.

#8 People who are active in their Association learn about their working environment and how it can be improved - they help students and fellow teachers and have fun at the same time.

#7 During times of economic stress and reduced budgets, an Association will help protect jobs and the quality of the working environment.

#6 A master agreement will protect teachers from administrators that may be arbitrary or capricious.

#5 Member benefit savings (everything from reduced movie tickets to reduced rates on auto and home insurance) will more than pay for dues.

#4 There is strength in numbers. At the bargaining table, the percentage of gains correlates with the strength of the membership.

#3 If ever wrongfully accused, legal representation will be provided without charge. This is huge. Ask someone who has been there.

#2 \*Average annual pay for teachers in Colorado with a Bachelor's degree that teach in districts with a Master Agreement is \$2,427 higher than the identically qualified teachers that don't work under a Master Agreement.

#1 \*Average annual pay for teachers in Colorado with a Master's degree that teach in districts with a Master Agreement is \$8,638 higher than the identically qualified teachers that don't work under a Master Agreement.

## 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.



# **RCEA Leadership Team**

President: Carrie Swails [RCEAPresident@gmail.com](mailto:RCEAPresident@gmail.com).

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# **RCEA**

## RCEA 2020-2021 MONTHLY DUES

Full Time Certified	\$58.73
<b>Half Time</b> Certified	\$30.38
1st Yr Full Time Certified	\$43.86
1st Yr <b>Half Time</b> Certified	\$22.94
Full Time Classified (ESP)	\$31.20
<b>Half Time</b> Classified (ESP)	\$16.59
1st Yr Full Time Classified (ESP)	\$23.76
1st Yr <b>Half Time</b> Classified (ESP)	\$12.88

RCEA invites you to "Team up for Success"

Dues payments are tax deductible as a miscellaneous itemized deduction

**Half time =1,440 or fewer hrs per yr.**

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## 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

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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

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