

2023-2024

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# MEMBER RESOURCE GUIDE



**FAIRBANKS EDUCATION**  
ASSOCIATION



**CONTACT US:**

[www.fairbankseducators.org](http://www.fairbankseducators.org)

[fea@alaska.net](mailto:fea@alaska.net)

907-456-4435

2118 S. Cushman Street

Fairbanks, AK 99701

# A LETTER FROM THE FEA PRESIDENT



## Dear Fellow Educator,

Welcome to the Fairbanks North Star Borough School District and to the Fairbanks Education Association (FEA). FEA is an amazing organization and I am proud to serve its members.

Teaching is such a noble profession. It is one of the few professions where we are literally impacting lives every year, every day, every moment. I am so proud of our profession and to tell others that I am a teacher. I hope the days of saying that “I am *just* a teacher” are long gone. Thank you for choosing to be a part of our team and sharing your talents.

Whether you are a new educator or a more-seasoned educator, you will find that FEA has something to offer you. Some of you may seek out professional development. Others may serve as mentors. Many may attend social events to connect with other educators across the district. Your colleague might send an email about a pending education bill. You may seek leave to welcome a new member to your family. Whatever your passion, building, or job, we have one thing in common—we all want to be the best educators that we can be for our students. It is that common focus—students—that anchors and guides everything that FEA does. Working collectively, FEA provides the mechanism by which we advocate for our students, support our members, and continually improve our profession.

I am but one member of FEA. You are FEA. Together, we are FEA. Together, we are a powerful organization. When we work together, we make positive change happen. When we stand together, we are a voice that cannot be silenced. I look forward to hearing your voice at our next mix-and-mingle, rep council meeting, or Alaskan drum-making course. Just as your students have unique interests and talents to offer, so do each of you. Make your voice heard and share your talents so that we can make a difference. After all, that is why we chose this profession, isn't it?

Have a great year and welcome to an amazing organization!

With gratitude and appreciation for all that you do each day,

**DANETTE L. PETERSON**

*President, Fairbanks Education Association*

# TABLE OF CONTENTS



- 1 YOUR UNION AT WORK**  
The value of being an FEA member.
- 2 BENEFITS AND OPPORTUNITIES**  
What can your union do for you?
- 3 PROFESSIONAL DEVELOPMENT AND SOCIAL EVENTS**  
How can you get involved and engage with fellow members?
- 4 FEA COMMITTEES**  
Where to find the information you need.
- 5 FEA LEADERSHIP**  
Meet the FEA leadership team.
- 6 FEA OFFICERS**  
Meet your FEA officers.
- 7 FEA BOARD OF DIRECTORS**  
Meet your FEA directors.
- 8 ANNUAL MEETINGS**  
Get involved to shape the direction of your Association.
- 9 ABOUT NEA-ALASKA**  
Get to know your State Association.
- 10 BARGAINING**  
Fighting for your rights!
- 11 COLLECTIVE BARGAINING AGREEMENT**  
Know your rights!
- 12 PROFESSIONAL EVALUATION**  
The professional evaluation process for educators.
- 13 STANDING STRONG IN SOLIDARITY**  
FEA members wearing #RedForEd in solidarity
- 15 ADVOCACY**  
Our scope of work to be your professional advocate.
- 16 REPRESENTATION**  
The Weingarten Rule and your rights.
- 17 MEMBER BENEFITS**  
Discounts and services with your membership.

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# YOUR UNION AT WORK



**FEA membership means you are part of a strong, united team of nearly 800 members who make a difference for children and schools.**

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

## FEA Value Statement

The diverse voices of our members are the strength of the Fairbanks Education Association. We are the teachers, the counselors, the librarians, the therapists, and the psychologists that prepare students to succeed and contribute to a changing society.

Recognizing that a teacher's working environment is a student's learning environment, the Fairbanks Education Association is tirelessly dedicated to attracting and retaining the best quality teachers by strongly advocating for its members, improving salary, benefits, retirement with dignity, and increasing funding for quality public education for all students. We support our members by offering life-long learning opportunities for growth through mentorship and meaningful professional development.

We empower our members to make professional decisions that positively impact our classrooms, community, and daily lives of our students.

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# BENEFITS AND OPPORTUNITIES

## Benefits and Opportunities of Your Union Membership

- **Mentorship and Support for Educators:** Early-career educator mentorships, teaching and learning labs, and Jump Start support for National Board Certification.
- **Professional Development:** Workshops & for-credit classes based on members' needs and interests, including assistance with mandatory state and district trainings.
- **Bargaining a Strong Contract:** With one of the strongest Negotiated Agreements in the state, FEA fosters and protects the rights of educators at the bargaining table. Our benefits and working conditions provide a model for Associations across Alaska.
- **Protecting Educators' Rights:** FEA has one of the strongest Teacher Rights' teams in the country. Trained volunteer educators and NEA-Alaska staff provide support during evaluations, investigations and through the EEO process.
- **Leadership Training:** Participate in local, state, and national union organizational trainings and decision-making. Become a member of a committee or just volunteer for a single event.
- **Professional Networking and Social Events:** Showcasing members with First Friday art show, mix-and-mingle events, social and cultural events such as Kuspuk making, Alaskan drum making, and paint nights.
- **Career Protection:** Professional staff to support in contract implementation, non-retention, retirement, and other job-related matters.
- **Professional Communications:** From your local newsletter the FEAdback, state NEA-Alaska AKtivist, edCommunities, NEA Member Benefits, and much more, you are always connected to your Union.
- **Community Outreach:** Communicating our messages and building coalitions to garner support on key issues, such as school funding, that affect student learning and educators.
- **Legislative Advocacy:** Promoting local government support for public education and state legislation that helps us accomplish our mission to educate every child.
- **Discounts & Savings & Attorney Referral:** Member discounts on loans, credit cards, financial services, attorney consultations, restaurants, and recreation, both in Alaska and when you travel Outside. Visit [www.neamb.com](http://www.neamb.com) for a complete list of benefits.
- **Liability Insurance:** Up to \$1 million protection, in case of a lawsuit.



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# PROFESSIONAL DEVELOPMENT & SOCIAL EVENTS

FEA supports you as an educator by providing workshops and classes that help you grow in your profession. In addition to our annual and on-demand offerings, FEA welcomes requests for training and offers to provide training from its members. We believe in empowering educators to support each other. If you are interested in a training or professional development opportunity as either a participant or facilitator, please contact our Teaching & Learning Chair.

## Onsite Trainings

FEA supports you as an educator and offers workshops and classes that allow you to grow in your profession. Although we have offerings that we return to annually, or semi-annually, due to demand, we are always in the market for new ideas. If you as an FEA member see a need for a quality professional development offering, then contact our Teaching and Learning Chair at 907-456-4435 or [fea@alaska.net](mailto:fea@alaska.net).

Samples of FEA-sponsored classes range from cultural arts & crafts to pedagogy and social justice:

- Alaskan Drum making
- Google Certification (level 1 and 2)
- Restorative Practices
- NCLB Jump Start
- Trauma Informed Instruction
- LGBTQ+
- MicroCredentials for over 63 topics
- Workshops for Blended Learning Success



## Early Career Learning Labs

The Early Career Learning Labs is a professional learning program meant to support early career educators around problems of practice. The labs occur in a blended learning environment. The program is member-led, member-driven. We are organizing teacher leaders who believe that we must address early career educators' problems of practice by creating blended learning opportunities so that by the end of their learning cycle, early career educators will be on a supported path to improve each student's learning environment. For additional information contact Wendy Demers at [wendy.demers@k12northstar.org](mailto:wendy.demers@k12northstar.org).

## Mentorship Program

FEA is excited to continue a Mentor Program that pairs experienced, peer mentors with new educators. FEA received a 3-year grant to work in partnership with the District to help our newest educators "learn the ropes". We know that every building and district has its own culture, and having someone to help you navigate the landscape is valuable and can help us all be the very best educators. For more information, please feel free to contact Danette Peterson at [danette.peterson@k12northstar.org](mailto:danette.peterson@k12northstar.org) or Coby Haas at [coby.haas@k12northstar.org](mailto:coby.haas@k12northstar.org).

FEA has several volunteer member committees that work to support the needs of our union.

# FEA COMMITTEES

COMMITTEE	DESCRIPTION
<b>TEACHING AND LEARNING</b>	Facilitates quality, multi-perspective, professional development opportunities based on member identified needs and interests. We promote members sharing crucial insight and experience to nurture and support the professional growth of their fellow members. <a href="mailto:william.voelkerding@k12northstar.org">william.voelkerding@k12northstar.org</a> .
<b>PACE</b>	Interviews, recommends, raises funds, and financially supports the best candidates for local office (School Board, Borough Assembly and Mayor) who will support public education and the priorities of FEA. <a href="mailto:wendy.demers@k12northstar.org">wendy.demers@k12northstar.org</a> .
<b>SOCIAL</b>	Serves to keep members engaged through entertaining activities that allow opportunity for social engagement, professional networking, and a ton of fun. <a href="mailto:kristen.dullen@k12northstar.org">kristen.dullen@k12northstar.org</a> .
<b>SPECIAL EDUCATION</b>	The purpose of the committee is to support teachers in the work they do with students with IEPs. <a href="mailto:robyn.capp@k12northstar.org">robyn.capp@k12northstar.org</a> .
<b>ALASKA NATIVE CAUCUS</b>	We uplift and strengthen the voices, cultures, values, and communities of our Alaska Native and Native American students, families, and educators. We inform and advance culturally-sustaining pedagogy, educational policy, and systems with equity and justice at the core. <a href="mailto:karen.dullen@k12northstar.org">karen.dullen@k12northstar.org</a> or <a href="mailto:kristi.mcewen@k12northstar.org">kristi.mcewen@k12northstar.org</a> .
<b>LGBTQ+ CAUCUS</b>	This group works to provide educators and students with safe schools free of anti-LGBTQ+ bias and intolerance, and to provide sound education programs for all students. More information and resources at <a href="http://www.nea-lgbtqc.org">www.nea-lgbtqc.org</a> . <a href="mailto:abigail.north@k12northstar.org">abigail.north@k12northstar.org</a> .
<b>COMMUNICATIONS</b>	Coordinates the internal and external communications for FEA including the use of social media, print media, and broadcast media. This committee usually meets on the first Monday of every month. <a href="mailto:paula.addis@k12northstar.org">paula.addis@k12northstar.org</a> or <a href="mailto:melanie.bieniek@k12northstar.org">melanie.bieniek@k12northstar.org</a> .
<b>TEACHER RIGHTS</b>	Rights advocates are members trained to represent the rights of individual members and the association and uphold contract provisions. Helps process grievances when they arise, and assists members when a Plan of Improvement is issued. It is a critical force in defending Due Process. <a href="mailto:jessica.iglesias@k12northstar.org">jessica.iglesias@k12northstar.org</a> .
<b>SICK LEAVE BANK</b>	Helps members with long term medical needs to navigate the process of accessing the Sick Leave Bank when their personal leave and sick leave are exhausted. Open enrollment is the first 30 days of employment, or the first 30 days of each school year. <a href="mailto:kristen.dullen@k12northstar.org">kristen.dullen@k12northstar.org</a> .
<b>JOINT HEALTH CARE COMMITTEE</b>	This committee provides a robust healthcare benefits package to our members, while being physically responsible with our decisions. Meets about once a month to review plan costs, member usage, issues with the plan, and vote on any changes. <a href="mailto:megan.eilers@k12northstar.org">megan.eilers@k12northstar.org</a> , <a href="mailto:jessica.iglesias@k12northstar.org">jessica.iglesias@k12northstar.org</a> or <a href="mailto:david.devaughn@k12northstar.org">david.devaughn@k12northstar.org</a> .
<b>BUDGET</b>	Develops and recommends annual budget and budget adjustments. Committee also reviews FEA financial statements throughout the year. <a href="mailto:fea@alaska.net">fea@alaska.net</a>

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# FEA LEADERSHIP

## **BUILDING REPRESENTATIVES**

FEA serves all of its members through many avenues of leadership. One of the most important of these is the grassroots in-building leadership provided by the Building Representative. “Building Reps” fill a variety of roles depending on the specific school. They serve as a critical communication link among members, among schools, and with the Association’s leadership. When teachers within buildings have questions or concerns, they often seek out their Building Reps for answers to their questions and for informal advice and guidance. FEA’s Leadership also uses the Building Reps as a means of communicating with its members. Information and member benefits (like meetings, classes, and professional development options) are communicated to teachers by the in-building reps that they have established relationships with. When FEA is bargaining, Building Reps are critical in keeping building staff abreast of negotiations. Schools usually have multiple Building Reps based on the number of their members, and they often share duties. For example, one may have strong organization skills while others may enjoy facilitating meetings or communicating with administration.

## **REPRESENTATIVE COUNCIL**

Every 2nd Tuesday of the month from September to May, Building Reps meet at the FEA office. Any member is welcome to observe the process. The Rep Council is the governing body of the Association. They approve budgets, assist in creating and maintaining Association policy and bylaws, and review actions recommended by committees (such as the Political Action Committee). The real power of the Association is found in its members and the Building Reps provide a true foundation for this power and for the communication and membership involvement that makes FEA the greatest local in the State!

## **BOARD OF DIRECTORS**

FEA Board Directors are elected for 2-year terms and they represent four geographic regions of our district: East Fairbanks, West Fairbanks, Fort Wainwright, and N.E.S.T. (North Pole, Eielson, Salcha, Two Rivers).

For the names of your FEA Directors, see page 8 or head to [www.fairbankseducators.org/partners](http://www.fairbankseducators.org/partners). The Board meets regularly on the fourth Tuesday of every month of the school year at the FEA office, and any member is welcome to observe this meeting. FEA directors serve as the governing body between Rep Council meetings. The directors approve travel, discretionary fund usage, investment allocations, and goals of the Association.





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# FEA OFFICERS



**DANETTE PETERSON**  
PRESIDENT  
FEA@ALASKA.NET

Education was not my first career, but it is my chosen career and one that I am very passionate about. I practiced law in the Chicago area for eleven years before earning my teaching certificate in secondary education. I have taught for seventeen years and started my career in DeKalb, Illinois before my husband and I moved our young family to Fairbanks in 2010. I have taught both high school and middle school in our district, most recently at Hutchison High School. I come from a strong union family and have served FEA members in a variety of roles over the years, from building representative to Vice President. I am proud to be a member of FEA and to work side-by-side with such inspiring and dedicated professionals as yourself.



**PATRICK FRYMARK**  
VICE PRESIDENT  
PCFRYMARK@GMAIL.COM

Thank you for allowing me to serve as your FEA Vice President. This year is my 12th year teaching and 17th as an educator in our District. I teach middle school social studies at Randy Smith. I currently serve on our Bargaining Team, Teacher Rights Team, and as an FEA Mentor. I believe that an engaged, informed, and active membership is the best way to demonstrate solidarity and to advocate for ourselves, our students, and our community.



**PAULA ADDIS**  
RECORDING SECRETARY  
PADDIS1013@GMAIL.COM

I have taught 2nd and 3rd grade Multiage at Pearl Creek Elementary for the past 19 years. I have been a Building Representative for Pearl Creek, a member of the last five bargaining teams for FEA, and I have served as a North Chena Director on the FEA Board for a number of years. I am currently co-chair of the Communications Committee and run the FEA Facebook page. I was born and raised in Fairbanks.



**MELODEE SONNENBERG**  
TREASURER  
MELODEESONNENBERG@YAHOO.COM

I am a Special Education teacher at Woodriver Elementary in Fairbanks. I fall in love each year with my students and love that I get to have my students for several years before they move on. I love my Alaska life and the outdoors.

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# FEA BOARD OF DIRECTORS



**ROBYN CAPP**  
DIRECTOR, EAST FAIRBANKS  
BARNETTE MAGNET



**WENDY DEMERS**  
DIRECTOR, EAST FAIRBANKS  
CHINOOK CHARTER



**KELLY SCANLON**  
DIRECTOR, EAST FAIRBANKS  
RYAN MIDDLE



**JULIE LOUGEE**  
DIRECTOR, FORT WAINWRIGHT  
ABEL



**PEPPER MCFARLAND**  
DIRECTOR, FORT WAINWRIGHT  
GOLDEN HEART ACADEMY



**SARAH DIMMICK**  
DIRECTOR, N.E.S.T.  
TANANA MIDDLE



**SHELBY HOOPER**  
DIRECTOR, N.E.S.T.  
MIDNIGHT SUN ELEMENTARY



**MARIKO KINIKIN**  
DIRECTOR, N.E.S.T.  
NORTH POLE HIGH



**ED PAXSON**  
DIRECTOR, N.E.S.T.  
NORTH POLE MIDDLE



**NATASHA CARLSON**  
DIRECTOR, WEST FAIRBANKS  
WEST VALLEY HIGH



**DAVE DEVAUGHN**  
DIRECTOR, WEST FAIRBANKS  
WEST VALLEY HIGH



**KRISTEN DULLEN**  
NEA-ALASKA DIRECTOR



**COBY HAAS**  
NEA-ALASKA DIRECTOR



**JESSICA IGLESIAS**  
NEA-ALASKA DIRECTOR



**GRIER HOPKINS**  
NEA-ALASKA STAFF  
ADVISORY



**MICHAEL WENSTRUP**  
NEA-ALASKA STAFF  
ADVISORY

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# ANNUAL MEETINGS

## WANT TO COLLABORATE TO SHAPE THE DIRECTION AND PRIORITIES OF OUR ASSOCIATION?

As living, evolving organizations, FEA, NEA-Alaska, and NEA have annual meetings in which members of each association shape the budget and direct other priorities, such as legislative lobbying issues and internal programs including professional development and other ways to support all members.

### **POLICY ASSEMBLY**

Policy Assembly is FEA’s annual meeting to update our local Constitution, By-Laws, and Policy to accurately reflect current member needs and priorities. Want a change to some part of our next collective bargaining agreement? Policy Assembly can direct the next Negotiations Team to make your idea a priority. Policy Assembly is usually held on a Saturday in late October, and any FEA member can participate.

### **DELEGATE ASSEMBLY**

Delegate Assembly (DA) plays a similar role on the state level, but rather than educators from the different schools of our district, it’s made up of around 300 delegates from all around Alaska coming together to work for what we all need, across the great diversity of our schools and communities. DA directs NEA-Alaska to lobby for our priorities in the Alaska Legislature and executive branch officials. DA Delegates are elected from local associations (FEA sends around 35 Delegates) to a three-day meeting in Anchorage around mid-January.

### **REPRESENTATIVE ASSEMBLY**

Representative Assembly (RA) is the national equivalent of DA, with around 9,000 educators meeting from every state, elected to represent their local and state affiliate associations. The large convention-style meetings are held in different cities each year around the first week of July.



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# ABOUT NEA-ALASKA

NEA-Alaska is an advocate for an excellent public education for each child in Alaska and works to advance the interests of public school employees.

NEA-Alaska, an affiliate of the National Education Association, is an organization of 13,000+ members who work in Alaska's public schools.

Whether it's in a crowded urban classroom or a remote community in rural Alaska with only one school, we all aim to accomplish the same task: provide an excellent public education for every child in Alaska. Please join us in our journey.



*Tom Klaaymeyer  
NEA-Alaska President*



**[Learn more at www.neaalaska.org](http://www.neaalaska.org)**



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# BARGAINING

## FIGHTING FOR YOUR RIGHTS!

Bargaining is still under way for the Negotiated Agreement that expired on June 30, 2022. Most provisions of the previous agreement will continue, unaffected, until a new agreement is reached. Bargaining is when we renegotiate the terms of our salaries, benefits, and working conditions. It is the single most important activity of the Association, and the collective power of our members is our single most important resource.



In November 2022, the District declared impasse. The next steps in this process are mediation, which began in March 2023, and arbitration, which is scheduled for August 2023. The future remains unclear, but your bargaining team believes dialogue is still possible on many of the articles still open. We will continue to work on contract language ensuring classroom safety, a fair compensation package, and professional working conditions for all teachers. Bargaining updates are published on the FEA website, Facebook page, and through email.

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# COLLECTIVE BARGAINING AGREEMENT

**KNOW YOUR RIGHTS!**

**YOU CAN FIND YOUR  
COLLECTIVE BARGAINING  
AGREEMENT ONLINE AT:**

**[bit.ly/FEAcontract](https://bit.ly/FEAcontract)**

Every educator who is part of the FEA bargaining unit can access an online version of the collective bargaining agreement between FEA and the FNSBSD, referred to as the Negotiated Agreement. Head to the bit.ly link above or scan this QR code to view our current collective bargaining agreement on the district's website.



FEA is proud of the work done by its members for its members. Our current 56 page document is carefully crafted language that attempts to head off any confusion by members or administration. The collective bargaining agreement includes dedicated language around Just Cause (Article 408, page 34), specifics for Transfer and Reassignment (Article 401, page 26), and Preparation Period Guidelines (Article 502, page 37). If you have specific questions, do not hesitate to contact FEA at [fea@alaska.net](mailto:fea@alaska.net).

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# PROFESSIONAL EVALUATION

## THE EVALUATION PROCESS FOR EDUCATORS



The Fairbanks North Star Borough School District uses the Danielson model for our evaluation system. Charlotte Danielson, in developing the Framework for Teaching, recognized that teaching is complex and needed a common language for instructional practices. This framework is the guide to our coaching, professional development, and teacher evaluation process.

Additional information about the Danielson Framework can be found at this site:

**<https://danielsongroup.org/framework/framework-teaching>**

If you have any questions regarding your evaluation process, please feel free to ask your FEA leadership.

# STANDING STRONG IN SOLIDARITY

I AM FEA. YOU ARE FEA. WE ARE FEA.



ANDERSON CRAWFORD ELEMENTARY



WOODRIVER ELEMENTARY



LATHROP HIGH



HUTCHISON HIGH



BARNETTE MAGNET



ANNE WIEN ELEMENTARY



We wear Red for Ed to show solidarity with our fellow educators and our support for public education. Need a Red for Ed shirt? Email [fea@alaska.net](mailto:fea@alaska.net) or call 907-456-4435. (Shirts are free to members!)



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# ADVOCACY

## OUR SCOPE OF WORK

FEA advances the cause of public education through advocacy for students including addressing racial and social justice in education. FEA equips members to become more effective advocates for themselves. For additional information, contact the FEA office.

FEA and its members believe that consistently advocating for the educator as part of the decision process and holding leadership positions in the schools is the very best for all our students. Having many diverse backgrounds and voices at the table develops a more robust decision making relationship and a better final product.

As teacher-leaders we know that quality teachers are critical to closing the achievement gap, and developing the very best educators and educator evaluation system is an ongoing process that has to be continually examined and revisited. We bring teacher voice to design, implementation and evaluation for curriculum, assessment and instruction.



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# 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:

- It is the responsibility of the employee to contact the FEA Office to request representation. The District does not have to advise you of this or other rights.
- Employees are assigned a Rights Advocate by the Rights Team and cannot request a specific representative.
- The District has no role in determining who a member's Rights Advocate will be and cannot request or require a change.
- Employees should be given time before an investigatory meeting to meet with their Rights Advocate.
- The right to representation only applies in situations where an employee reasonably expects disciplinary action could result.
- The District has no duty to bargain with the Rights Advocate during an investigative meeting.

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

#### DO:

- Contact the FEA office and request an advocate immediately.
- Listen carefully to accusations, and then ask for time before you respond.
- Insist that an FEA Rights Advocate be present for any interview or meeting that may result in discipline.
- 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.
- 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 FEA Rights Advocate.
- Seek private legal counsel before conferring with your local association.

# MEMBER BENEFITS

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

## NEA-Alaska Access Benefits

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

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



## NEA Student Loan Forgiveness Navigator

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

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

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

## NEA Member Benefits



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

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

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

## SUPPORT LINC

### SupportLinc Member Assistance Program

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 NEA-Alaska members.

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