

**MEA** 150  
1859 2009

Maine Education Association:  
*Leading the Way to Great Public Schools for Every Maine Student*

You are cordially invited to join us  
in celebrating 150 years of service to  
public education and professional excellence.

Make this the year you enjoy  
all the member benefits of the  
**Maine Education Association!**

[www.maine.nea.org](http://www.maine.nea.org)

For over 150 years, the Maine Education Association and its predecessors have been proud to represent educators and be advocates for our students and schools. We invite you to use our programs to enrich your personal and professional life, and, above all, to improve and protect your important job as an educator.



This membership handbook is a guide to Association services and programs that explains who we are, what we do, and how we can help you. It lists the important benefits of membership that you may enjoy. And, it explains how the Association works so that you may be a part of our governance process and help direct our policies.

This guide provides contacts with your local association leaders, state leaders, and MEA staff members. It provides guidance on critical workplace issues and resources that you can access on a wide range of educator issues.

Please join with us in making this a great year for Maine students.

Chris Galgay  
President

## What is MEA?

MEA is a professional association of educators that bargains collectively for its members. Our mission and goals are to:

- advance the cause of public education;
- protect human and civil rights;
- advocate for professional excellence and autonomy of the profession;
- guarantee the independence of the profession; and,
- protect the rights of educators and advance their interest and welfare.

## What does MEA do?

Through contracts negotiated by our local affiliates, MEA fights for better working-teaching-learning conditions and competitive salaries, insurance coverage, and benefits.

MEA staff members ensure your contractual and legal rights are protected through grievances and legal services.

MEA's legislative program lobbies the Maine Legislature and Congress for school funding, education laws that make sense, and licensure requirements that meet the needs of the profession. We also oppose those political interests who would ruin public education.

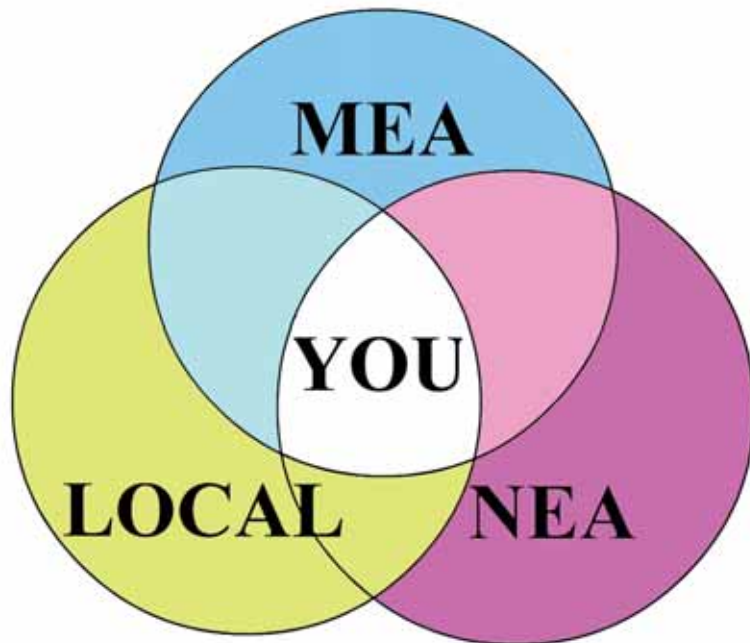
Our professional programs support student instruction, classroom management, and personal and professional growth. Our special services programs provide consumer benefits with substantial economic benefit to members.

## How does MEA operate?

MEA has three layers of interlocking membership service – local, state, and national. Your local association and its leaders are there to help you with direct, on-the-job assistance and advice.

At the state level, MEA assists local affiliates with training, staff assistance and resources, and MEA offers direct support in difficult negotiations or member rights representation.

MEA deals with the Maine Legislature, the courts, the Department of Education, the Maine Public Employee Retirement System, and the MEA health insurance plan provider.



NEA, at the national level, assists state affiliates with training, resources, and professional liability insurance. They deal with Congress and national education issues.

It is a maxim of the Association that no member or affiliate will ever be overmatched by the resources or power of an employer. There is great strength in the unity of MEA's 25,000 members and NEA's 3.2 million members.

## CONNECT

On the following pages you will find a list of important MEA services and programs. Check them out so that you may take full advantage of our membership benefits.

### Page

4	Your Local
5, 6	Your Rights
7	Liability Insurance
8	Your Contract
9	Your Profession
10	Your Interests
11	Communications
12, 13	Membership Benefits
14	Staff
16, 17	Governance & Programs
18	Academic Affiliates
19	Your Dues Dollars

## How do members participate in the Association?

MEA is committed to democratic principals and one-person, one-vote. NEA, MEA, and each local affiliate has a constitution and bylaws that guarantee its members' rights and govern its operation.

Any member may run for office in their local, MEA, or NEA. Every member has the right to be heard and share her/his views on the Association's policies and programs.

For both MEA and NEA, member-elected officers supervise the day-to-day operations and a Board of Directors, elected by region and constituency, ensures that policies and programs meet the guidelines established by their respective Representative Assemblies, our highest governing bodies.

## Your Local Association

*Local associations and grassroots participation are the heart and soul of the Association. Our strength is based upon our combined efforts. Together, we can accomplish much more than any one of us could do alone.*



MEA services are just across the hall or around the corner in your local association. The Association's greatest strength is the talent and skill of its local affiliate leaders.

Your local association is there to answer employment questions, advocate for your interests, negotiate a contract, and defend your rights with a grievance or lawsuit if needed.

The key people you should know are:

- **Your Association Representative** – the individual in your building or work area who is the key contact person for information and resources.
- **Your Local President** – the elected leader who represents you and your colleagues in employment matters and is capable of answering your questions about programs and services.
- **Your Chief Negotiator** – the affiliate leader who bargains in your behalf with management to determine your wages, hours, and working conditions.
- **Your Grievance Representative** – the advocate who will represent you and defend your interests and contractual rights if something unfortunate happens.

To make the fullest use of your local association resources, here are five important things to do:

1. Be a member.
2. Obtain a copy of your contract. Read it carefully and become familiar with all your rights and benefits. File a copy of the contract with your other important employment paperwork.
3. Record the names, telephone numbers, and email addresses of your key association leaders in the back of your MEA pocket calendar for future reference.
4. Remember your rights and contact any local officer if you think you are being mistreated. And, if you are ever called into a meeting with management that could adversely affect your employment, remember your Weingarten Rights (see p. 5) that guarantee your right to representation.
5. Participate. Attend your association meetings, read the literature and become an active member. Your local will be as strong and as productive as you and your colleagues make it.



*MEA local leaders are your first point of contact when you have a question or need assistance. They are there to provide advice and call upon MEA's expertise as needed. MEA's pledge is that no local will ever be overmatched by management's resources.*

### Your “Weingarten Rights”

If you are ever called into a meeting with management that could adversely impact your employment, the U.S. Supreme Court guarantees you the right to representation or to remain silent. That guarantee is called your “Weingarten Rights.”

To invoke your protection under the U.S. Constitution, say: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions.”

You have the right to representation, but you must request it. The role of the Association representative is to clarify issues, bring out relevant facts and policies, and provide you with advice and counsel.

The employer can refuse to allow representation so long as you are not required to participate in the meeting or answer questions. Your employer cannot discipline you for failing to answer questions after your request for representation has been denied.

Always ask for representation or remain silent when faced with possible disciplinary action. Keep

your MEA membership card with you at all times; your Weingarten Rights are printed on the back.

### Your Right to Grieve

The terms and conditions of your contract are legally binding and if management violates them, you may seek redress through a grievance. A grievance is simply a statement that something has gone wrong.

Your local affiliate and regional UniServ Director can help you analyze your complaint, define its relevance under the contract, and draft a grievance statement. Normally the first step is to approach management informally with a grievance representative to see if the matter can be easily resolved.

If not, it can move through formal proceedings up the chain of command until it is clear that no accommodation will be reached. At that point most contracts provide for arbitration by an outside neutral who will provide a binding resolution to the dispute.

MEA UniServ will present your grievance to the arbitrator. MEA is a vigilant defender of members' rights and our record of success is unsurpassed.

## Your Rights



It is MEA's job to see that your rights are not violated and that you get the wages and benefits promised by your contract or the law.

Should a supervisor violate a member's contractual rights, MEA can pursue the grievance to arbitration in order to gain an enforcement of the contract. If a state or federal law is violated, MEA can file suit at no cost to the member.

In recent years, MEA field staff (UniServ Directors) represented dozens of members in grievances defending their rights. The legal services program protected member rights before state and federal courts, the Maine Labor Relations Board, and the Maine Human Rights Commission.

The success of local leaders and MEA staff working together on grievance representation is well documented. A sample of our advocacy cases, both large and small, illustrates our success:

- Caribou TA won a grievance for a teacher who was improperly dismissed. The arbitrator found multiple flaws in the dismissal proceedings that violated her rights under the contract, and reinstated her.
- In southern Maine a teacher dismissal was overturned by an arbitrator who confirmed the Association's case that the administration rushed to judgment and that the charges were never substantiated.
- The Association achieved vindication for a custodian who had been accused of "terrorizing" and obtained a clean record for him.
- AFUM, the University of Maine System faculty affiliate, prevailed in a grievance over retroactive pay that provided tens of thousands of dollars to more than 60 members.
- MEA won an award in Superior Court that assured disability retirement payments to a Caribou teacher whose claim had been previously denied by the Maine Public Employee Retirement System.
- MEA legal counsel successfully represented members who were having licensure or certification problems with the Department of Education and on retirement issues with the Maine Public Employee Retirement System.

*Local leaders can answer your questions, provide assistance, and connect you with the Association resources you need. MEA provides training to local leaders on negotiations, grievance representation, professional issues, and human and civil rights at workshops throughout the year so that they may better serve you.*

# \$ 1,000,000 Professional Liability Insurance

We live in a litigious society, and that means that if something happens to a student in your class or in your area of supervision, you can be sued and held individually liable. By virtue of your employment, you could place your home and savings at risk to the claims of an angry parent.

To avoid such a calamity, each MEA member automatically receives a \$1 million professional liability insurance policy from the NEA as a membership benefit. Through the Educators Employment Liability Program (EEL), you receive major protection against lawsuits arising from school-related employment. EEL provides coverage for educational employment on and off school grounds.

If you have questions about coverage, call your regional MEA office, or the MEA Legal Services Department at 1-800-452-8709.

## *What does the EEL Program cover?*

- **Educators Liability Benefit** – EEL will pay the costs of defending civil proceedings (other than Civil Rights) brought against you in the course of your work as an educator, and up to \$1 million in damages assessed against you. On Civil Rights cases, EEL will pay up to \$250,000 worth of defense, settlements or judgments, and other supplementary payments. Coverage is subject to a \$3 million limit per occurrence regardless of the number of members involved in the occurrence.
- **Attorney Fees for the Defense of Criminal Proceedings** – EEL will reimburse attorney fees and other legal costs up to \$35,000 if you are charged with violating a criminal statute in the course



of your employment as an educator, provided you are exonerated from the charges.

- **Bail Bond** – EEL will reimburse up to \$1,000 of a bail bond premium if you must post a bond as the result of an occurrence arising out of your employment as an educator.
- **Assault-Related Personal Property Benefit** – EEL will pay up to \$250 for damages to your personal property when caused by an assault upon you in the course of your employment (vehicles and school property are excluded).

## Legal Services

If you ever have a work-related injury or trouble with your teacher retirement, MEA can help. We can provide an initial consultation on workers compensation that will guide you through the process. And, our retained legal counsel have aided members in appealing the denial of benefits by the Maine Public Employee Retirement System.

## Your Contract



*University of Maine System employees rallied in downtown Bangor to support their contract negotiations. MEA locals across the state are dedicated to fighting for better contracts, and you may be assured that the combined resources of MEA and NEA are always behind you.*

Your paycheck, benefits, and rights as an employee are largely determined by collective bargaining. MEA will help you and your local association negotiate better contracts, higher salaries, and employee rights.

By ensuring that you have trained negotiators and that your local association will never be outmatched by management resources, the MEA works to secure good contracts for members. By providing expert labor relations consultants and legal representation in a crisis, MEA guarantees you effective representation at the negotiations table.

Members' paychecks and lives have been enhanced by MEA's collective bargaining program.

Over the last decade, MEA through its affiliates has successfully bargained major improvements in pay for teachers, education support professionals, University of Maine System staff and faculty, and Community College faculty and administrators.

Our negotiators have secured "just cause" job protection for 90% of the educators in the state, and benefits, insurance, and leave provisions have all been improved.

Working out of five regional offices, 16 field representatives (UniServ Directors) provide

contract analysis, proposal development, negotiator training, and bargaining strategies. They answer questions, offer advice, and provide direct services for mediation, fact finding, and contract arbitration.

MEA's research and legal departments are major support systems for collective bargaining. Local negotiators may use Association research to analyze management's budget, study comparative salary data, or develop contract language.

MEA's legal counsel is there when anything goes wrong. Should management exceed the bounds of the bargaining law, MEA will see that employee rights are enforced.

Your Association staff and local negotiators are respected statewide for their competence in the negotiations arena, and the quality of our contracts is proof of our success.

Your membership is a sound investment in the continued health of our bargaining program and the growth of your paycheck.

One of MEA's goals is to ensure that Maine's public schools are among the best in the nation. To that end, MEA strives for good teaching and learning conditions, well-trained and professional educators, and safe and healthy learning environments.

Here are six ways MEA helps members meet their personal and professional goals and maintain the high quality of Maine's schools:

**1. National Board certification** – MEA workshops and mentors help candidates meet the stringent requirements for certification by the National Board for Professional Teaching Standards.

**2. Conferences** – MEA and NEA present conferences that enhance members' skills so that they are more effective in their work and more influential in the decision-making process. There are events and special sessions designed to meet the unique needs of higher education, professional support educators, and student members.

**3. Regional Training** – through five regional offices and 16 professional field staff, MEA provides training to leaders and members on professional issues.

**4. Certification and licensure assistance** – MEA provides advice and assistance to members who need information or have problems with their teaching certificate or educational technician authorization.

**5. Professional advocacy** – some of the most important decisions affecting educators are made by the State Board of Education, Trustees, the Maine Legislature, and the U.S. Congress. MEA lobbies hard to ensure that those decisions are made in the best interests of public education.

**6. Professional resources** – there are professional resources on the web at [www.maine.nea.org](http://www.maine.nea.org) (check out “Your



*Since 1859, the Association has been a staunch advocate for higher standards in our schools and the profession. MEA's goal is to strengthen the voice of educators in the decisions and policies that affect your profession. We can help build your skills, knowledge and abilities to teach, collaborate and lead. For MEA's vision for the future, go to [www.maine.nea.org](http://www.maine.nea.org) and click on “Great Public Schools.”*



Profession”) and [www.nea.org](http://www.nea.org) where you can find information on all grade levels and current issues. At NEA's site, check out the NEA Professional Library for professional materials and WORKS4ME for classroom tips.

## Your Interests



Almost every aspect of school life – funding, programs, school reform, bargaining rights, educator qualifications, health insurance, and retirement benefits – is governed by politicians and elections.

To make sure these decisions are made with the best interests of students and educators in mind, MEA and NEA carry out active lobbying and political action programs in Augusta and Washington, D.C.

If you doubt the need for political involvement, just consider the important issues that have been decided at the polls or by our elected leaders in recent years:

- TABOR I and TABOR II
- Excise Tax Cap
- Palesky's Tax Cap
- School Regionalization
- University's Strategic Plan
- K-12 School Funding
- University Funding
- Community College Funding
- Learning Results/LAS
- Teacher Certification
- Ed Tech Authorization

- Retirement Raids
- Vouchers and Choice
- Teacher Workloads
- Retiree Health Insurance
- Social Security Penalties
- Tax Reform
- ESEA/No Child Left Behind

MEA with the grassroots involvement of members seeks to elect friends of education to office and then persuade members of the Maine Legislature and U.S. Congress to support positions favorable to public education.

To learn more about MEA's legislative issues and political action program go on the web to [www.maine.nea.org](http://www.maine.nea.org) and click on "Capitol Events."



*MEA's success in the Maine Legislature and NEA's success in Congress are commensurate with the number of members who are actively involved in our lobbying efforts. Each year we host Lobby Days that bring members to Augusta to meet with their state legislators and discuss the issues. MEA supports these efforts with electronic updates on legislative hearings and the status of bills.*



updated personal data, particularly your e-mail addresses.

*NEA Today* keeps members informed on the latest national education and association news, and specialty publications provide reports to higher education, education support professionals, and student members.

On the web, a full range of services and information may be found at [www.nea.org](http://www.nea.org) and [www.maine.nea.org](http://www.maine.nea.org).

At both the state and national levels, the Association communications program works to build support for public schools. Our programs to connect schools and their communities include American Education Week, Read Across America, National Teacher Day, and National Education Support Professional Day.



***MEA offers training for members and local leaders to strengthen local services and representation. Statewide conferences are supplemented by Area Councils for Training and instructional and student conferences. For more information contact your regional MEA office.***

To keep members abreast of critical events, MEA and NEA weave a web of print and electronic information.

MEA's all-member newspaper, *Maine Educator*, reports on retirement issues, health insurance trends, contract settlements, legislative battles, MEA programs and policies, and local affiliate activities.

The *Educator* covers important events and explains their impact on educators; identifies and analyzes trends; and provides critical information for members to use in their personal and professional lives.

MEA publishes the "Newsbrief" electronic newsletter and other updates throughout the school year to provide timely information on developing issues and legislative actions.

And, since communications is a two-way street, it is important that you make sure MEA has your

# Member Benefits

## MEA MEMBERSHIP DOESN'T COST, IT PAYS!

### NEA Member Benefits

Learn more about NEA Member Benefits programs and services at [www.neamb.com](http://www.neamb.com) or call 1-800-637-4636

#### Insurances – Life, Casualty and Healthcare Insurance

**NEA Accidental Death and Dismemberment** – Economical rates, guaranteed acceptance, up to \$520,000 coverage.

**NEA Premier Accidental Death Insurance Plan** – Low cost way to provide meaningful protection against accidental death. Up to \$1,000,000 coverage for eligible members up to age 70.

**NEA Members Auto and Home Insurance** – Auto and home insurance program with exclusive rates and excellent benefits. Save an average \$400 per year on auto insurance which includes Identity Theft Resolution Services and vandalism in school parking lot.

**NEA Homeowners Insurance** – Up to \$500 per month reimbursement for up to six months towards your mortgage if your home is uninhabitable as a result of a covered loss and up to \$3,000 coverage for electronics used in educational activities away from home, plus much more.

**NEA Complimentary Life Insurance<sup>SM</sup> (formerly NEA DUES-TAB)** – No-Cost, automatic coverage for all eligible members. Up to \$1,000 of term life insurance, up to \$5,000 of accidental death and dismemberment coverage, up to \$50,000 of AD&D insurance for any covered accident while on the job or serving as an Association Leader and up to \$150,000 of life insurance for unlawful homicide while on the job

**NEA Introductory Term Life Insurance Plan** – \$15,000 of term life insurance provided to eligible new members at no cost for 12 months, after which members may continue their coverage at low members-only rates.

**NEA Preferred Term Life Insurance Plan** – Exclusive rates for NEA members and spouses. Up to \$1,000,000 coverage for 10, 15, or 20 year terms; benefits do not decrease with age or health changes.

**NEA Group Term Life Insurance Plan** – Term life insurance protection of up to \$300,000 for an NEA member and eligible spouse.

**NEA Guaranteed Issue Life Plan** – Guaranteed supplemental coverage for members and their spouses 45 and older. Up to \$20,000 worth of decreasing term life insurance.

**NEA Level Premium Group Term Life Insurance** – Supplemental coverage to NEA members of \$50,000 to \$300,000 of term life insurance with 10-year and 20-year terms and full coverage up to the age of 75.

**Traditional NEA Hospital Care Insurance Plan** – Additional cash protection of up to \$250 a day while you are hospitalized. Guaranteed acceptance (subject to pre-existing condition limitations), and affordable group rates.

**NEA Hospital CarePlus Insurance Plan** – Up to \$5,000 additional cash protection for hospital and home recovery expenses

**NEA Long Term Care Insurance** – Financial support for necessary long-term care services like nursing homes and home health care for members and their families.

**NEA Medicare Supplement Program** – Coverage for hospital and medical expenses not covered by Medicare after age 65.

**NEA Income Protection** – Helps replace income if you are out of work due to illness or injury.

#### Savings, Deposit and Investment

**NEA-Sponsored Money Market Account** – Easy access to high yield funds. FDIC insured up to the maximum amount allowed by the law.

**NEA-Sponsored Certificate of Deposit Account** – Choose the term you want and get member-only yields that have consistently beaten or matched some of the highest rates in the nation.

**NEA Valuebuilder Program** – Tax-deferred retirement savings.

#### Credit

**NEA® Platinum Plus® Credit Card with WorldPoints® Rewards** – Choice of valuable rewards, no annual fee, great low rates, and lots of benefits.

**NEA® Accelerated Rewards™ American Express® Card** – No annual fee, great rates and purchasing power. Earn rewards 25% faster with this card, 1.25 WorldPoints awarded for every \$1 in net retail purchases.

#### Loans and Mortgage Programs

**NEA Personal Loan** – Borrow from \$3,000 to \$35,000 with no collateral required.

**NEA Line of Credit** – Borrow from \$500 to \$35,000 and pay nothing until you borrow.

**NEA National Board Certification Loan** – A low-cost line of credit designed to help cover the assessment fee for National Board Certification.

**National Foundation for Credit Counseling** – NEA Member Benefits and the National Foundation for Credit Counseling (NFCC) provide financial literacy and debt management education to NEA members and their families at [www.debtadvice.org/nea](http://www.debtadvice.org/nea). NFCC member agencies located nationwide.

**NEA Home Financing or Refinancing Program** – Includes new mortgages, refinancing and home equity loans. Competitive fees and interest rates, a 60-day interest rate lock option to protect against rising rates, and \$200 in gift cards.

**Good Neighbor Next Door (Formerly Teacher Next Door) Program** – Offers HUD-acquired, single family homes to teachers at 50% off the purchase price.

**Home Asset Management Account** – A home equity line of credit taken out simultaneously with a new first mortgage or a refinance. As your home increases in value, or the mortgage is paid down, the home equity line of credit automatically increases.

**Reverse Mortgages: A New Advantage for Seniors Who Own Their Homes** – The reverse mortgage, a type of home equity loan, is fulfilling the financial needs of thousands of seniors across the country, offering them continued security and independence.

**Mortgages for First Time Home Buyers** – Best for first-time homebuyers with limited savings, move-up buyers with high-yielding investments who would rather use a home equity loan for their down payment instead of liquidating their assets and for people delaying the purchase of a home because they are expecting to use a future bonus, commission check or inheritance toward the down payment.

## Special Discount Programs

### Professional Resources:

Nolo.com  
Weekly Reader Publishing  
uBoost  
SmileMakers  
NEA Teacher Toolkit  
NEA MB Community  
Rapid Response

### Health and Wellness:

NEA Hearing Aid Savings Plan  
NEA Vision & Prescription Saving Plan  
Jenny Craig Weight Management Program

### Everyday Living:

NEA Click & Save  
NEA Long Distance Program

### Travel & Leisure:

Smithsonian Journeys  
Collette Vacations  
Almo Car Rental  
Hertz Car Rental

## MEA Member Benefits

Learn more about MEA Member Benefits programs and services at [www.maine.nea.org](http://www.maine.nea.org).

## MEA Benefits Trust

### MEA Health Plans

Each year, the MEA Benefits Trust negotiates the best insurance coverage in health plans at the lowest rates possible. The MEA group health plan is available only as a negotiated contractual benefit and cannot be purchased on an individual basis.

• **Anthem Blue Cross and Blue Shield** – For personal coverage questions contact Anthem Blue Cross and Blue Shield, 2 Gannett Drive, South Portland, Maine 04106 or call 1-800-482-0966. For assistance in plan implementation contact Sharon Young at the MEA Benefits Trust, 1-888-622-4418 ext. 2207.

• **MEA Dental Plan** – The MEA group dental plan is available as a negotiated contract benefit and cannot be purchased on an individual basis. For rates, coverage, or service contact **Northeast Delta Dental**, 1022 Portland Road, Suite 2, Saco, Maine 04072 or call (207) 282-0404 or 1-800-260-3788.

With the MEA Dental Plan you are also eligible to receive up to 35% off eyewear at participating optometrists, ophthalmologists, opticians, and optical retailers nationwide. Simply go to [www.eyemedvisioncare.com/deltadental](http://www.eyemedvisioncare.com/deltadental) to locate a participating vision care provider convenient to you.

## MEA Special Services Programs

For more information on any of the following MEA Special Services, contact Peg Belanger, (888) 942-2907, ext. 2301 or Dianne Leighton, (800) 281-3191, ext. 2400.

• **Auto and Homeowners Insurance** – Members receive excellent coverage at discounted rates. For further information contact 21st Century Insurance through **TD Insurance**, 1-800-700-3713 (quotes)

• **Auto, Homeowner, Long-Term Care & Disability Insurance, Financial Services and Annuity Program** – Members receive excellent services at discounted rates. Contact **Horace Mann**, [www.horacemann.com](http://www.horacemann.com); 1-800-999-1030.

• **Auto, Homeowners and Renters Insurance** – Members receive special group discounts with excellent service. Contact **Liberty Mutual**, [www.libertymutual.com](http://www.libertymutual.com); 1-800-835-0894.

**Credit Card** – The MEA credit cards offer an outstanding combination of savings and exclusive features. If you are looking for a card that lets you earn cash back or one that makes your purchasing more convenient, we have a card to meet your needs. For more information or to apply on line, go to **National City Bank**: [www.myeducatorsvisa.cim/maine](http://www.myeducatorsvisa.cim/maine) or call 1-888-622-8434.

## MEA Consumer Discounts

• **TicketsAt Work** – MEA members may take advantage of discounts to popular theme parks and entertainment attractions nationwide. Discounts are available for the Walt Disney World® Resort, Universal® Orlando, Cirque du Soleil, Las Vegas and New York City shows and performances, plus much more! Discounts vary per attraction and range between 10-50%.

For more information call 1-800-331-6483 or [www.ticketsatwork.com](http://www.ticketsatwork.com). The company code is "MEEA".

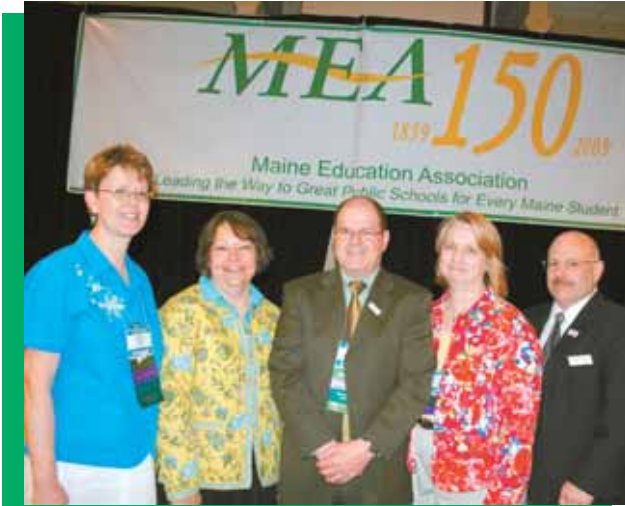
• **American Lung Association** – Save when purchasing the **Golf Privilege Card** which provides the best golf value in Maine. Receive substantial discounts at golf courses, driving ranges, and indoor golf centers. Order online at <http://www.maine Lung.org/Events/GolfCard/index.asp> and enter MEA in the promotion code field or call 1-800-499-LUNG.

• **From you Flowers** -MEA members receive a 20% discount when ordering online at [www.USAfflorist.com/MEA](http://www.USAfflorist.com/MEA).

MEA members will also receive discounts on the following:

- Whitewater Raft Trips
- Funtown/Splashtown USA
- Restaurants
- Maine's Largest Downhill Ski Resorts
- Cross Country Ski Centers
- Old Sturbridge Village Museum

# Representation



*MEA officers (l to r) Joyce Blakney, Treasurer; Lois Kilby-Chesley, Vice President; Chris Galgay, President; Grace Leavitt, NEA Director and Dan Allen, NEA Director.*

## OFFICERS

- President**      **Chris Galgay**  
 Maine Education Association  
 35 Community Drive  
 Augusta 04330  
 1-888-622-4418, Ext.2220  
 cgalgay@nea.org
- Vice President** **Lois Kilby-Chesley**  
 PO Box 454  
 Freeport 04032  
 353-6261  
 teacher207@earthlink.net
- Treasurer**      **Joyce Blakney**  
 312 Morrill Road  
 Winslow 04901  
 873-1380  
 jblakney@roadrunner.com
- NEA Director**    **Grace Leavitt**  
 2 Leavitt Road  
 Raymond 04071  
 655-3943  
 gleavit1@maine.rr.com
- NEA Director**    **Daniel Allen**  
 44 Old Leavitt Road  
 Livermore 04253  
 221-0390  
 harmonirat@roadrunner.com

## BOARD OF DIRECTORS

### DISTRICT

- A. **Bernard Paradis**, 45 Shoreline Dr., Cross Lake 04779  
 834-7143 bernardp@maine.edu
- B. **Jay Bricker**, PO Box 207, Gouldsboro 04607  
 963-2293 jbrick@panax.com
- C. **Matthew McDade**, 354 14th St, Bangor 04401  
 947-1464 matthewmcdade@yahoo.com
- D. **Darrell King**, 25 Riverside Drive, Eddington 04428  
 992-7029 dking@breweredu.org
- E. **Louine Gagnon**, PO Box 366, Woolwich 04579  
 442-0388 louine009@gmail.com
- F. **Pamela Stockmar**, 54 Pleasant Hill Rd., Augusta 04330  
 622-0261 pstockmar@roadrunner.com
- G. **James Demchak**, 76 Foss Hill Road, Benton 04901  
 453-4012 jimdem23@netscape.net
- H. **Lee Libby**, 207 Weymouth Road, Gray 04039  
 657-4026 llibby@securespeed.net
- I. **Claire Bailey**, 171 Birch Drive, Poland 04274  
 998-2716 cbailey@lewistonpublicschools.org
- J. **Mary Kay Dyer**, 701 Post Road, Bowdoinham 04008  
 666-8856 mkd@suscom-maine.net
- K. **Robert McCully**, 61 Christy Road, Portland 04103  
 797-8156 rmccully@fps.k12.me.us
- L. **Neal Flynn**, 53 Groveville Road, Buxton 04093  
 929-6931 flynn204@roadrunner.com
- M. **Brian Jandreau**, 29 Woodland Rd., Windham 04062  
 831-4857 brianjandreau@gmail.com
- N. **Deborah Butler**, 14 Clinton St., Sanford 04073  
 324-1535 dobie@gwi.net
- O. **Roger Roy**, 19 Baird Road, Caribou 04736  
 493-3220 rogerroy@maine.edu
- P. **Dan LaLonde**, 5 Cross Avenue, Limestone 04750  
 (C) 227-1318 dan-lalonde@maine.rr.com
- R. **Dennis Towle**, 22 Sixth Avenue, Augusta 04330  
 622-6649 djtowle@roadrunner.com
- ESP **Kim Khoury-Kelley**, 29 Davis Road, Eddington 04428  
 843-6260 lil1redwhiteblue@aol.com

## MEA/NEA STAFF AND SERVICE

Augusta Headquarters • 35 Community Drive • 04330  
Tel. 622-5866 or 1-800-452-8709/1-888-622-4418 FAX 623-2129  
**e-mail for most staff: (first initial) (last name)@nea.org**

### Executive Staff

Executive Director: Mark L. Gray, Ext. 2203  
Deputy Executive Director: Rob Walker, Ext. 2227  
Comptroller: Ian Deming, Ext. 2215  
General Counsel: Shawn Keenan, Ext. 2219  
Staff Assistant: Daniel Stevens, Ext. 2216  
Administrative Assistant: Linda Heaney, Ext. 2218  
Administrative Assistant: Tammy Simpson, Ext. 2221  
Staff Assistant: Cynthia Fabbriatore, Ext. 2211

### MEA Program Staff

Receptionist: Ellen Duff, Ext. 2200  
Business & Finance: Lee Pullen, Technical Coordinator,  
Ext. 2234  
Assistants: Ellen Catalina, Ext. 2212  
Sally St. Pierre, Ext. 2214  
Communications: Keith C. Harvie, Ext. 2205  
Assistant: Hilda Grant Jones, Ext. 2206  
Government Relations: Steven E. Crouse, Ext. 2217  
Assistant: Hilda Grant Jones, Ext. 2206  
Collective Bargaining & Research: Joe Stupak, Ext. 2209  
Assistant: Elli Cooper, Ext. 2210

### MEA UniServ Centers and Staff

#### Districts 1, 2, 3, 4

29 Christopher Toppi Drive, South Portland 04106  
Tel. 774-6133 or 1-800-750-8801 • Fax 774-9786

District #1 - Judith Beverage, UniServ Director, Ext. 2506  
District #2 - Brian Kilroy, UniServ Director, Ext. 2504  
(e-mail brkilroy@nea.org),  
District #3 - Becky Fernald, UniServ Director, Ext. 2503  
District #4 - Buddy Pinkham, UniServ Director, Ext. 2505  
Assistants - Gail Poirier, Ext. 2501, Districts 1,4  
Brenda Fox, Ext. 2502, Districts 2,3

#### Districts 5, 6

201 Main Street, PO Box 368, Auburn 04212  
Tel. 784-4006 or 1-800-649-9017 • Fax 784-3628

District #5 - Laurie Haapanen, UniServ Director, Ext. 2101  
District #6 - Susan Rowe, UniServ Director, Ext. 2102  
Assistant - Susan Beaulieu, Ext. 2103, Districts 5,6

#### Districts 7, 8, 9, 10

35 Community Drive, Augusta 04330  
Tel. 622-5866 or 1-800-452-8709 • Fax 620-9365

District #7 - Joan Morin, UniServ Director, Ext. 2237  
District #8 - Cheryl Lunde, UniServ Director, Ext. 2213  
District #9 - Gregory Hannaford, UniServ Director, Ext. 2223  
District #10 - Wanda Ingham, UniServ Director, Ext. 2230  
Assistants - Debbie Sylvester, Ext. 2228, Districts 9,10  
Sara Stratton, Ext. 2208, Districts 7,8

#### Districts 11, 12, 13, 14, 15

1349 Broadway, Bangor 04401  
Tel. 942-2907 or 1-888-942-2907 • Fax 942-0531

District #11 - Tony Gentile, UniServ Director, Ext. 2309  
District #12 - Ellen Holmes, UniServ Director, Ext. 2308  
District #13 - John Bracciodieta, UniServ Director, Ext. 2310  
District #14 - Ross Ferrell, UniServ Director, Ext. 2307  
District #15 - Tim Wooten, UniServ Director, Ext. 2306  
Assistants - Mona Lothian, Ext. 2302, Districts 13,14,15  
Annette Sawyer, Ext. 2304, Districts 11,13,15  
Jo-Lynn Leithiser, Ext. 2303, District 12  
Peg Belanger, Ext. 2301, Special Services

#### District 16

Downtown Mall, PO Drawer 310, Caribou 04736  
Tel. 498-3191 or 1-800-281-3191 • Fax 498-3032  
District #16 - Nancy E. Hudak, UniServ Director, Ext. 2401  
Assistant - Dianne Leighton, Ext. 2400, District 16  
and Special Services

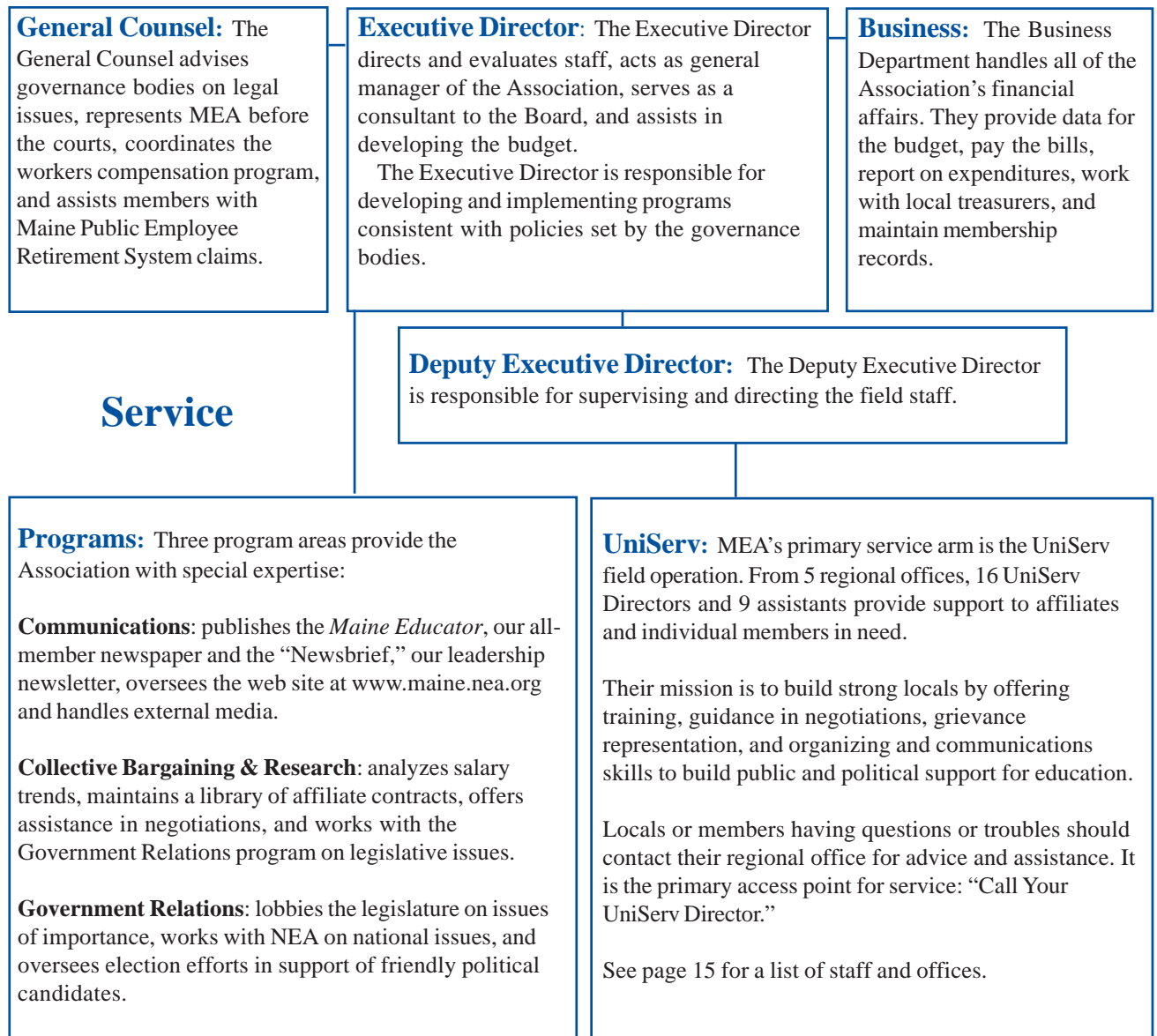
## Governance

MEA is committed to being a member-run, democratic organization that advocates for educators and public education. It has two divisions that represent members:

- A **Governance** component made up of members that determines the budget, policies, and programs for the Association and hires and supervises the Executive Director to ensure that our mission is accomplished.
- A **Service** component comprised of staff members who advocate for members and conduct the business of the Association under the supervision of the Executive Director.

If you want to change a policy or debate a position, go to Governance. If you need representation on an employment or education issue, go to Service.

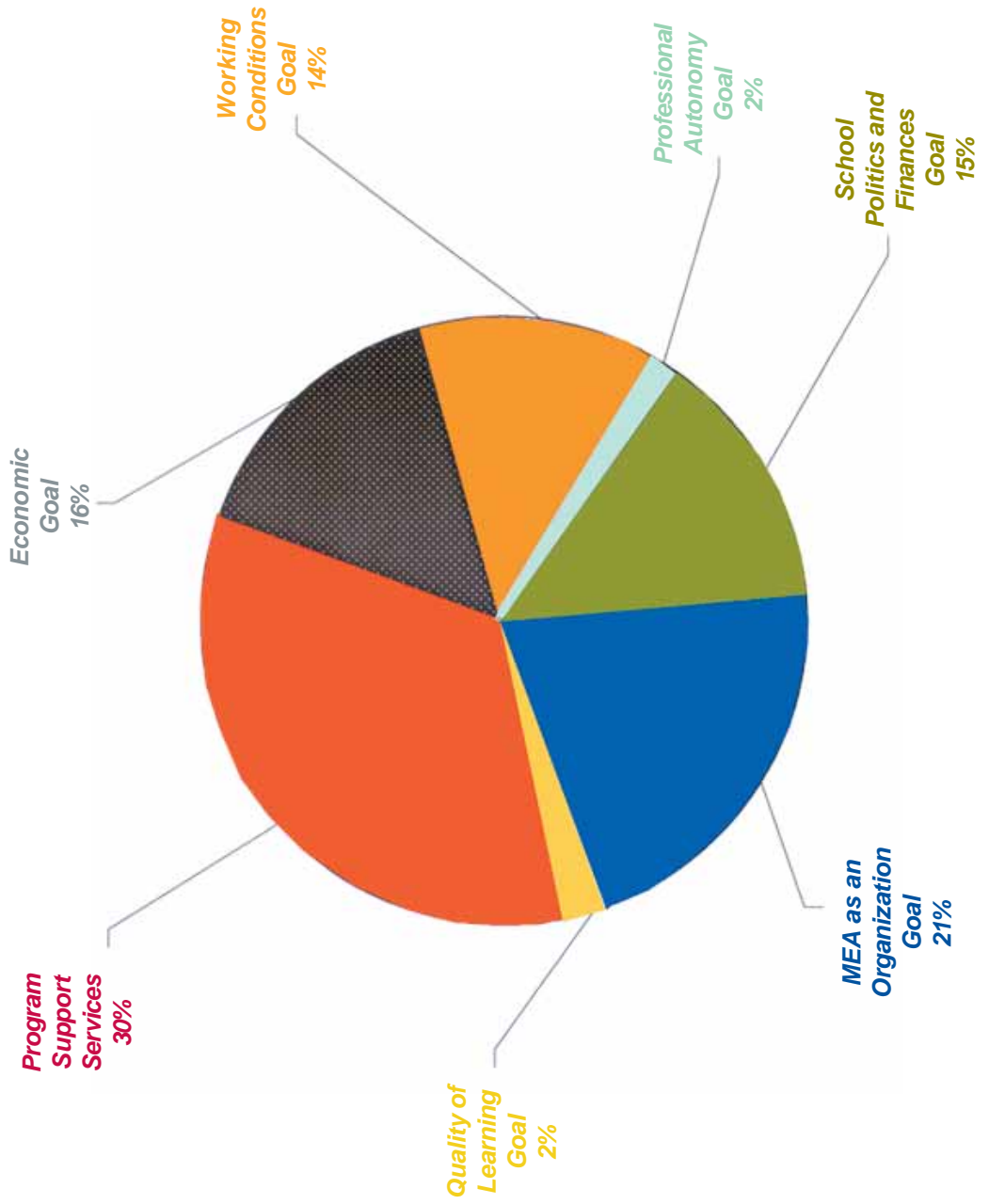
This outline describes how members can access the conjoined systems to meet their needs. For more information go to MEA’s website at [www.maine.nea.org](http://www.maine.nea.org) and click on “Inside MEA.”



## Representation



# Your MEA Dues Dollars Are Expended to Enhance:



*MEA has a variety of academic affiliates in the disciplines that are on the cutting edge of school reform. These educators are working together to find the best ways to teach and help students attain their full potential. They hold workshops and conferences. They put out newsletters. They conduct research and share information. Their commitment is to improve instruction and make each educator a success. If you want to know the latest techniques, acquire up-to-date information, or simply need the opportunity to talk to someone in your field, contact the person listed in your area of interest. The dues are minimal and the rewards are enormous.*

**Alternative Education Association of Maine - AEA**

**American Association of Teachers of French - AATF**

[www.angelfire.com/me4/aatfmaine/](http://www.angelfire.com/me4/aatfmaine/)

**Association of Computer Technology Educators of Maine - ACTEM**

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

**Association of Teachers of Mathematics in Maine - ATOMIM**

**Business Education Association of Maine - BEAM**

**Foreign Language Association of Maine - FLAME**

[www.umaine.edu/Flame/](http://www.umaine.edu/Flame/)

**Maine Art Education Association - MAEA**

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

**Maine Association of Family and Consumer Sciences - MAFCS**

**Maine Association for Health, Physical Education, Recreation and Dance - MAHPERD**

**Maine Classical Association - MCA**

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

**Maine Council for English Language Arts - MCELA**

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

**Maine Council for the Social Studies - MCSS**

[www.memun.org/mcss](http://www.memun.org/mcss)

**Maine Counseling Association - MECA**

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

**Maine Forensics Association - MFA**

**Maine Health Occupations Educators Association - MHOEA**

**Maine Association of School Libraries - MASL**

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

**Maine Association of School Nurses Inc. - MASN**

[www.maineschoolnurse.4t.com](http://www.maineschoolnurse.4t.com)

**Maine Career Development Association - MCDA**

[www.maine-cda.org](http://www.maine-cda.org)

**Maine Music Educators Association - MMEA**

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

**Maine Reading Association - MRA**

**Maine School Counselor Association- MESCA**

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

**Maine Science Teachers Association - MSTA**

**Technology Education Association of Maine - TEAM**

[www.come.to/TEAM.org](http://www.come.to/TEAM.org)

*For a complete list of our Academic Affiliates and their contact information go to [www.maine.nea.org](http://www.maine.nea.org), Inside MEA*

# MEA Member Benefits Outnumber Those of Non-Members 20 to 1

**(1) All employees in a bargaining unit are covered by the terms of the Association's negotiated contract, but that is all non-members receive. The following rights, services, and benefits apply only to Association members:**

**Determine your wages, hours, and working conditions:**

- (2)** Vote for and hold Association office;
- (3)** Serve on the negotiations team;
- (4)** Develop the bargaining proposal;
- (5)** Receive bargaining updates; and
- (6)** Vote on contract ratification.

**Represent employee interests through the Association:**

- (7)** Vote on policy and programs;
- (8)** Develop positions on issues;
- (9)** Determine which grievances go to arbitration; and
- (10)** Serve as the sole voice for employees in all employment matters.

**Protect yourself and your family:**

- (11)** \$1 million professional liability insurance for employment-related matters;
- (12)** Legal defense against employment-related criminal charges;
- (13)** Support for civil rights claims;
- (14)** Assistance for disputed retirement claims and disability retirement claims;
- (15)** Assistance for unemployment compensation appeals; and
- (16)** Assistance in certification/authorization disputes.

**(17) Personal and professional development** through training sessions held across Maine. These encompass leadership skills, pedagogy, human and civil rights, retirement and financial planning, and National Board preparation.

**(18) Professional resources** are available through MEA and NEA, and academic affiliates offer unique ways to connect with others in your field.

**(19) Consumer benefits** provide discounts on auto and homeowners insurance, life insurance, AD & D insurance, long-term care insurance, income protection, loans and mortgages, credit cards, savings and investment, car rental, wireless phones, magazine subscriptions, and travel.

**(20) Information** on local, state, and national events important to education employees communicated through a monthly newspaper, magazine, emails, electronic newsletters and the web.