



Membership. Advocacy. Professionalism.



It's true. There is strength in numbers.

FEA is devoted to working on behalf of teachers and education support professionals within Fairfax County Public Schools.

The FEA Constitution and Bylaws limits membership to these categories of employees.

FEA does not solicit membership from administrators.

With over 7,000 members, FEA is the strongest and most powerful education advocacy organization which monitors and influences the actions of school administration, the Fairfax County School Board, the Fairfax County Board of Supervisors, and the Virginia General Assembly.

Our affiliation with the 56,000-member Virginia Education Association and the 3.2 million-member National Education Association ensures that your interests will be addressed at every level, improving teaching, learning, and working conditions as well as your professional potential.



Member publications and web resources

Only FEA members enjoy the support and benefits of membership in VEA and NEA. We'll provide up-to-the minute information directly to you in key member publications.

NEA Today — A monthly tabloid covering the latest education and association developments from across the nation

VEA Journal — A thoughtful look at what's happening in Virginia's classrooms

VEA News — The official news publication of the Virginia Education Association published nine times a year. It keeps you in touch with the activities of state and local associations

FEAtures — The FEA periodical that keeps you informed on professional development opportunities, grants, legislative and budget news, resource availability, and what's happening in FEA and Fairfax County public schools

Fairfacts — An E-newsletter delivered as necessary to keep you up to date on the local hot topics you're most concerned about in a quick, easy to read format

PLUS — We are just a click away! Access FEA, VEA and NEA websites regularly to get even more information on what's happening and how it will affect you.

FEA website: www.fairfaxea.org

VEA website: www.veawetech.org

NEA website: www.nea.org

Improving education together

The Fairfax Education Association is dedicated to helping members reach their full potential. We know that you take pride in doing your best at a most demanding and important job.

As professional development activities have become more in demand, FEA has responded to member needs with exciting new programs where recertification points and/or salary credits can be earned.

Plus, the **FEA Professional Development Center** offers many workshops and classes of personal and professional benefit. Look to FEA•VEA•NEA to expand your horizons!

FEA actively recruits and works on behalf of **Education Support Professionals** including instructional assistants, clerical services, custodial and maintenance services, transportation services, food services, skill trades, health and student services, security services and technical services within Fairfax County public schools.

Because FEA is the **largest employee organization in Fairfax County Public Schools**, it is the most influential. We understand your issues. FEA is working to reverse years of low pay, expensive health benefits, poor working conditions and lack of respect for members in all job categories.

FEA believes in you and the service you provide to our children.

Professional advocacy and services

- FEA monitors and helps mold every local decision regarding the teaching profession and staff development. FEA is a vigilant and active "watch dog" on the issues of class size, inclusion, report cards, Integrated Language Arts, textbook selection, evaluation, discipline and more.
- FEA worked with the school system to implement the working conditions survey (which NEA partially funded) and the Organized Abandonment and Redesign Committee (OAR). We continue to work on the issues that impact us most, such as structured assessments, mandatory online training and the increased demands of the 24-hour online communications environment.
- Member Involvement: We need you to keep us strong and effective! FEA committees work hard to improve teaching and learning, to work with school district and governmental decision makers, to educate members, to train future leaders, and to plan for a secure future for our Association. There are many opportunities for you to become involved. Our committees and commissions include:
 - Instruction and Professional Development
 - Scholarship Committee
 - Social Committee
 - Credentials Committee
 - Communications Team
 - Human and Civil Rights
 - Government Relations Council
 - Membership Committee
 - Budget Committee
 - Elections Commission
 - Resolutions Committee
 - ESP Council

In liability or employment disputes, FEA is there for you

As legal representative for members, FEA offers the very best professional liability insurance and assistance—something no educator can be without in today's society. In addition, FEA provides members immediate staff representation in cases of evaluation, employment or retirement-related problems. FEA makes free and discounted services available to members through our legal services program.

More reasons to choose FEA

Our member benefits are unsurpassed. Whether you're looking for professional growth opportunities, legislative or governmental issues advocacy, or simply a chance to save money on products and services, FEA offers the finest benefits available to today's educators.

Superior professional security

The Fairfax Education Association provides its members with unparalleled professional services and protection. No other organization delivers greater professional benefits than FEA and its affiliates, the Virginia and National Education Associations.

Your security begins with FEA's professional staff, extends to our legal staff, and provides up to \$3 million liability insurance.

Political advocacy

Almost everything that affects you in the classroom begins as a political decision. That's why it is important to belong to a politically active employee organization.

- Our national organization, NEA, has joined the fight against No Child Left Behind. As written NCLB is supposed to be funded and it isn't!
- VEA won legislation that makes it more difficult for individuals to frivolously charge teachers with physical abuse. (Throughout the state, savvy students were targeting teachers they didn't like by alleging abuse.)
- VEA will continue to fight legislation that is designed to undermine your retirement and your continuing contract rights.
- Members of FEA•VEA•NEA meet with lawmakers to promote members' priorities. All efforts are member-determined and member-driven.

FEA members are our political action team. FEA member-volunteers maintain year-round contact with lawmakers to keep them up-to-date on the specific concerns of Fairfax County educators.

No membership dues are used for political contributions. All funds are raised by Association members who donate their time to help elect friends of education to public office.

FEA•VEA•NEA is there when you need help

One thing you can count on is that if you need help FEA will be there. Protecting your rights is a responsibility we take very seriously. Through the national UniServ program, FEA maintains a staff of UniServ Directors to respond to member needs and requests and to provide personalized, on-site consultation on all employment concerns. Whether you simply need help cutting through the school bureaucracy or you have been unjustly accused by a parent or administrator, the power and expertise of FEA will be there for you and with you every step of the way.

FEA Legal Services are the very best

Our Educator's Employment Liability Insurance protects you from personal financial liability as a result of accidents or other events occurring in the course of your employment. As an FEA member, you are automatically covered for up to three cases of \$1 million coverage for employment-related cases.

In recent years FEA has:

- Led successful campaigns to win additional millions for our schools from the Fairfax County Board of Supervisors
- Won significant and much-needed planning time guarantees for elementary and Kindergarten teachers
- Won stipends and additional work days (paid at per diem) for department chairs; won stipends for national board certified teachers; and increased curriculum pay by fifty percent
- Won per diem pay for summer school, making Fairfax County one of a few school districts in the country to make such a financial commitment to pay teachers as professionals for off-contract time.

Member-driven political action

- Through the Government Relations Council (GRC), FEA members volunteer to oversee the Association's political and legislative activities, including lobbying, campaign organizing, issue management, and voter information.
- Members engage in all facets of political campaign organizing in the nine magisterial districts of Fairfax County and help raise money to help elect friends of education.

If you are interested in becoming more involved, please contact FEA at 703.352.7300.

Over 60 years of helping school employees

FEA•VEA•NEA is dedicated to improving the professional and personal lives of school employees. Many of the things we now take for granted are the result of past Association advocacy and action. Some examples are:

- Per diem pay for summer school teaching
- Guaranteed planning time (Elementary and Kindergarten too!)
- Supplemental retirement pay (ERFC)
- Tuition & licensure fee reimbursement
- Extended sick and disability leave
- Improved local grievance procedures
- Continuing Education Board
- Teacher-elected curriculum committees
- Monday early closing
- Duty-free lunch
- Professional library
- Apple Federal Credit Union
- Faculty Advisory Councils
- Child care leave
- Use of instructional assistants as teacher aides

FEA provides you with unmatched employment protection and representation. We know that good working conditions are extremely important to your personal and professional growth. We also know that good working conditions are essential to good learning conditions for our students! That is why we make getting and keeping fair employment conditions a top priority.

History of service and accomplishment

FEA works hard for you. Recent examples of FEA efforts include:

- Teachers have one day of "teacher directed" planning time
- Fairfax salaries rank near the top in Virginia's Northern Region
- Currently, employees are taking home more in their paychecks because FEA worked for legislative change to the Virginia Retirement System, then lobbied FCPS to pay the employee portion of VRS
- Elementary classroom teachers received an average increase of 40 minutes of planning time per week. (Regulation 3218.1 guarantees 380 minutes of planning every two weeks.)
- FEA won three days of per diem pay for all new teachers attending the FCPS-required New Teacher Orientation. Until FEA won this, new teachers attended orientation without being paid!
- FEA won FCPS stipends for certification by the National Board for Professional Teaching Standards. (Originally, credit was not given for the certificate and only for teaching in a "low performing school" or doing a project. FEA insisted that National Board Certification in and of itself deserves financial reward.)
- FEA won reinstatement of a policy that reimbursed for college tuition and licensure fees.

Beyond liability insurance, FEA provides expert legal counsel and support should the need arise.

Do not be misled. Personal liability insurance will not be enough in extreme situations. False allegations can be charged against anyone working with children. Should you ever face allegations of improper conduct, you can expect the utmost support from FEA. Should you need an attorney, we will secure the very best counsel available for your case. FEA is the organization to call when you need resources to provide such support.

We're as close as the phone

We're centrally located in the city of Fairfax and have staff members to answer your work-related questions and respond to your professional concerns. Never hesitate to call when you need us.

We're here for you!

Membership Benefits you CAN make use of!

Legal Services

FEA Legal Services Plan offers you a free will! Plus two free half-hour consultations each year and discounted fees on a range of legal matters. Call Steven David Stone, P.C., at 703.352.7370!

Auto Insurance

Insuring your car? FEA offers you auto insurance discounts through two major insurance companies! Call for quotes on the lowest rates. Call Horace Mann at 800.999.1030, press 3. Or, call GEICO at 800.368.2734.

Credit and Loan Programs

NEA Member Benefits specialize in getting you access to money when you need it. Whether you are financing a home or higher education, or simply need a small loan or a good rate on a credit card, you'll want to check out the special offerings of NEA Member Benefits.

Planning a trip?

FEA offers a range of travel opportunities planned around the school schedule. From a 10-day cruise to a weekend away, FEA offers great destinations—at great prices—at a time you can go! No time for an extended stay? FEA also offers a terrific list of day trips each year. Watch for flyers on local area outings to sporting events, concerts, and more. Contact Leisure Travel USA at 703.425.3500 for details.

Special Discount Programs

FEA•VEA•NEA offers you discounts on items like car rentals through Hertz or Alamo; tickets to King's Dominion, Six Flags and Busch Gardens; tax service; magazine subscriptions; entertainment guides; and more! Call FEA at 703.352.7300 for information on any of these member benefit programs.

Dental and Vision Plans

FEA's Dental & Vision Programs offer you a choice of personal dental and/or vision plans! Choose low-cost coverage through preferred dentists or choose your own dentist—you decide! Call Employee Security at 800.638.1134. For info on the vision plan, call 800.877.7195.

Health, Disability and Casualty Insurance

NEA Member Benefits offers supplemental in-hospital plans, Medicare supplements, long-term care, homeowner, and income protection programs designed for you.

Life Insurance Programs

NEA Dues Tab gives you life and accidental death and dismemberment insurance free! All you have to do is enroll! You'll also want to check out NEA Member Benefits' competitive pricing on term life, guaranteed issue life, and home protection insurance plans.

Savings and Investment Programs

Through NEA Member Benefits you can access NEA-sponsored FDIC-insured money market accounts, Gold Certificate CDs, and mutual fund programs.



www.neamb.com

Call NEAMB at 800.637.4636 or FEA at 703.352.7300.