

# Local Association **Brag Board Toolkit**

## Proud Union Educator

Iowa State Education Association

Remind everyone of the benefits of belonging to the union, highlight important dates and personal accomplishments. Brag about staff, their experiences, and successes. Want to celebrate a colleague, a milestone, a good bargaining session, or a win? Create your own local association Brag Board and follow some of the ideas and tips we have included in the ISEA Local Association Brag Board Toolkit.

Your local association does great work, so why not brag about it with a local association bulletin board located in a common employee area?

Take a photo and send us your ideas too. We'll continue to include them in the toolkit. Contact Jean Hessburg at Jean.Hessburg@isea.org with questions.



# Stand up. Together.

# Our **Mission Statement**

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Our mission is to promote quality public education by placing our students at the center of everything we do while advocating for education professionals.



# Our **Core Values**

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We value quality public education and are committed to the success of every student.



We value elevating the education profession because we are most effective in an environment that respects our rights and responsibilities and provides fair compensation for all.



We value membership in the Association because it demonstrates collective care for the needs of students, educators and the community.



We value strong public interaction because effective schools require all of us to be held accountable including students, educators, parents, communities and public leaders.



We value highly qualified and dedicated educators who engage in continuous improvement.



We value a proactive organization with leaders who articulate vision, anticipate issues, seek full participation of members and take action.

# Local Association **Bulletin Board Ideas**

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Create a one-sheet with information on why to be a member and then do an in-person follow-up.



Motivational quotes, employee birthdays and pictures.



Event schedules and newsletters.



Highlight member achievements like how many years of experience, education levels and accomplishments.



Recognize employees with an Employee Spotlight and a "Did You Know" with personal tidbits and hobbies.



Have a compliment corner where people can write positive things about each other.



Create an idea space where people can share ideas and promote what works.



Use ISEA Facebook and Instagram posts to re-promote.



Use the phrase "Stand With Us!"



Read the *Communiqué* for ideas and repost articles.



Brag about the local with a special "shout out".



Accomplishments and celebrations.



Place notices about meetings and ISEA events.



Update with themes, celebrations, holidays, etc.

# Create a **Brag Board**

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How to create your local association "Brag Board":



Request permission from your administrator to place a union bulletin board in a prominent place by a copy machine, lounge, or other common teacher area.



Recruit someone (or a team) to keep the Brag Board up to date, looking professional, and filled with helpful, interactive, educational information and kudos about members.



Use resources from the ISEA Communique, NEA Member Benefits magazine, UniServ leader posters, or other ISEA publications to relay the HUGE benefits of being a member and to recruit members.



Clip/print and post any positive media coverage for the local or ISEA.



Post logo, vision, mission, values, member roster, pictures, and anything that advertises the positive impact that the local has on students in the classroom, the community, and the teaching profession.



Post a list of officers, so association members know who to talk to in case of questions. Post a list of duties from the member handbook in the spring when it is time to elect new officers.



Keep political information off the Brag Board, but you could post information about voting and ISEA recommended candidates.

## **Brag Board**

*Noun*

- 1 a board on which notices, advertisements, bulletins, announcements are displayed.
- 2 a fun place to positively boast about how great you are.



# Education Quotes

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"One child, one teacher, one book, and one pen can change the world."

– Malala Yousafzai

"I have come to believe that a great teacher is a great artist and that teaching might even be the greatest of the arts since the medium is the human mind and spirit."

– John Steinbeck

"A well-educated mind will always have more questions than answers."

– Helen Keller

"Nothing can dim a light that shines from within."

– Maya Angelou

"Education is the most powerful weapon you can use to change the world."

– Nelson Mandela

"Those who educate children well are more to be honored than they who produce them; for these only gave them life, those the art of living well."

– Aristotle

"Education is the key to unlock the golden door of freedom."

– George Washington Carver

"Most of us end up with no more than five or six people who remember us. Teachers have thousands of people who remember them for the rest of their lives."

– Andy Rooney

"Education is not the filling of a pot but the lighting of a fire."

– B. Yeats

Education is not preparation for life; education is life itself."

– John Dewey

"Those who know, do. Those that understand, teach."

– Aristotle

"Technology is just a tool. In terms of getting the kids working together and motivating them, the teacher is the most important."

– Bill Gates

"Education cost money, but then so does ignorance."

– Claus Moser

"The school is the last expenditure upon which American should be willing to economize."

– Franklin D. Roosevelt.

"If you are planning for a year, sow rice; if you are planning for a decade, plant trees; if you are planning for a lifetime, educate people."

– Chinese proverb

"Upon the subject of education ... I can only say that I view it as the most important subject which we as a people may be engaged in."

– Abraham Lincoln

"The mind once enlightened cannot again become dark."

– Thomas Paine

"When you educate one person you can change a life, when you educate many you can change the world."

– Shai Reshef

"The beautiful thing about learning is that no one can take it away from you."

– B.B. King

# Weingarten **Rights**

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Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of *J. Weingarten Inc.*, must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

How does an employee exercise Weingarten rights? Simply stating, "I would like my union representative present" is sufficient to invoke the right.

Always request union representation if a meeting could lead to discipline. Know your rights.

## **Reciting Weingarten Rights**

*"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions. I further request reasonable time to consult with my union representative regard the subject and purpose of the meeting. I shall not consent to any searches or tests affecting my person, property, or effects without first consulting with my union representative."*

# Local **B.R.A.G.** Sheet

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Use this sheet to “brag” about the work of your Local Association. This document is designed to be used by leaders and members when having conversations with potential members and current members about the work of your local association. Use it as information, not as a handout.

**Benefits** – what are the advantages/benefits of being a member in your local association?

**Resources** – how does your local association support members so they can be the best educators they can be?

**Achievements** – what has your local association achieved to help your members and students?

**Goals** – what is your local association working on to support members/educators and students?



# New Teacher Incentive Program Now Open



Join the largest public employee union in the country and start your career on the right track. Don't miss out on instant savings and benefits to ensure you are protected and promoted as you begin your new teaching career.

Introducing the Iowa State Education Association's New Teacher Incentive Program. This dues reduction, phase-in plan makes joining a snap!

- Year 1 new teachers pay 50% of ISEA dues (saves \$249)
- Year 2 the member pays 75% of ISEA dues (saves \$125)
- Year 3 the member pays full ISEA dues
- Eligibility is for any first-year teacher or anyone who this is in their first teaching job in a public school.



The Iowa State Education Association promotes quality public education by placing students at the center of everything we do while advocating for education professionals.



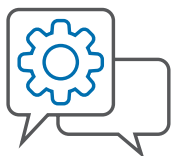
### **We fight for public schools and educator salaries.**

Your working conditions are your students' learning conditions. Strong unions help attract and retain quality educators. Unions transform our schools into safe and healthy learning environments. ISEA members fight for their salaries, benefits, and rights as educators.



### **Your union is you.**

Being a union member strengthens our schools by increasing educator pay and protecting benefits. Everyone wins when educators stand together.



### **Have a seat at the table when decisions are made.**

Strengthen your voice and have a seat at the table as an ISEA member. Whether at the Iowa Capitol, local school board meeting, or in your local community, ISEA members are standing up for educators and their students.

Join the largest union in the country in protecting and promoting **YOU**.

**ISEA**  
Iowa State Education Association

Go to **[www.isea.org](http://www.isea.org)** and click on Join Us  
or call 1-800-445-9358



# ISEA Membership

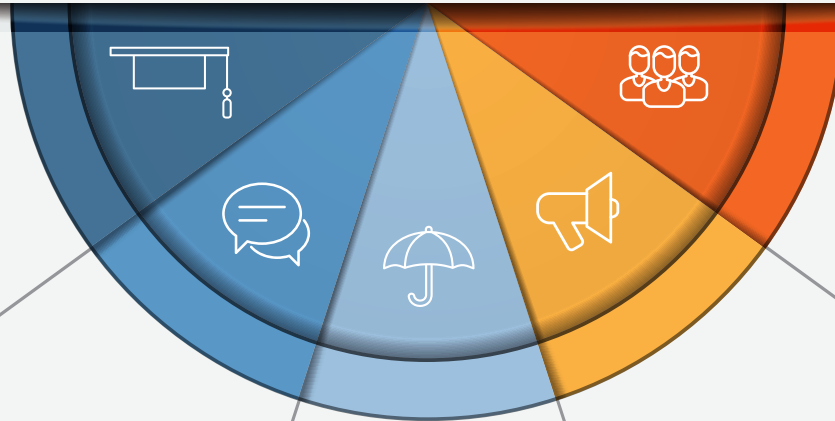
Strengthen your voice, excel in your career, and transform your profession.

	ISEA MEMBER	NON-MEMBER
Strong voice of the largest union in the state and the country representing public school employees.	Yes	No
Educators organizing together to strengthen collective power to improve working conditions and student learning conditions.	Yes	No
Support for new teachers and educators to ensure successful beginning to careers leading to positive outcomes for students.	Yes	No
Full access to ISEA's Professional Development Academy with on-site, online, and blended courses for re-licensure and graduate credit.	Yes	No
Representation, organizing, and specialist support from more than 70 employees across the state including in-house lawyers, field and research staff and experts in data, professional development, communications, and bargaining.	Yes	No
Immediate representation and organizational support by trained staff for all issues that arise in the workplace. (Non-members only get representation for violations of the Master Contract, making up less than 5% of the issues that arise.)	Yes	No
Support for new teachers and educators to ensure successful beginnings to careers that lead to positive outcomes for students.	Yes	No
Lobbying support at the local, state, and national levels on issues directly affecting the profession including safe schools, school funding, Title One funding, Special Education rules, school transformation, and more.	Yes	No
Benefits including liability insurance, member discounts on everyday shopping, travel and rental cars, access to the most affordable auto, home and renter's insurance, pet insurance, financial services like personal loans, a home mortgage program, low interest credit cards, discounts for travel and more.	Yes	No
Student Loan Debt support with NEA expert briefings, in depth information about the PSLF waiver, and access to the NEA student debt navigator.	Yes	No
NEA Complimentary Life Insurance – free \$1,000 of term life insurance, up to \$5,000 of accidental death and dismemberment coverage, \$150,000 you're an unlawful homicide victim at work.	Yes	No

# Yes, you have a choice... so choose wisely.

You should have all of the facts so that you may choose the professional organization that best represents you in order to direct your professional dues dollars where they will do the most good.

**ISEA**  
Iowa State Education Association



## **ISEA represents public educators.**

ISEA represents you at the bargaining table. Membership is exclusively reserved for public educators so your goals are not compromised. Other organizations include administrators, private school educators and other entities whose goals are not always aligned with ours. We **choose** to represent you.

## **ISEA represents our members.**

If you have a problem in your job, you want help from a full-time professional who has a proven track record and understands public education. Access to your local association leaders, or any of the more than 70 full-time staff including attorneys, lobbyists, bargaining, research and communications specialists is only a phone call away. Access to NEA's Center for Teaching and Learning for the single most intensive source of help in improving student learning.

## **ISEA has you covered.**

ISEA membership provides \$1 million in liability coverage. That's comforting, but it isn't as important as having local, professional assistance when you need it. While you do need the liability coverage (just like you need car and homeowners insurance), most educators will never have to make a claim on their liability insurance. If you do, however, the other "professional educators" groups insurance may run out before you need it.

## **ISEA is political where it matters.**

Elections and politics decide almost everything that happens inside a classroom from the amount spent on our schools each year, to the salaries teachers get paid. To have an impact, we must be organized politically. ISEA supports pro-public education issues and candidates. NO DUES DOLLARS ever go to candidates. ISEA has a separate, voluntary account for campaign activity and contributions.

## **ISEA has attorneys who specialize in education issues.**

If the worst happens and you need legal assistance, you want attorneys, who are experienced and specialized in Iowa school law working full-time for educators. No other organization has this in-house expertise.

Be a part of the largest professional union in the country and in Iowa.  
ISEA always represents you, your students and Iowa's public schools.

**THE POWER**



# Tips for New Teachers

*Wisdom from Teachers of the Year (2022)*

**Natalia Benjamin, MN**

## **Put students first**

Do that, and the curriculum will fall into place and meet the needs of the students.

## **Embed identity work with literacy work.**

You can help students build positive self-identities through projects and stories.

## **Fold criticality into the work.**

...So students become thinkers and problem solvers.

**Leah Porter, MI**

## **It is OK to prioritize yourself**

You're never going to finish all the work, and you need balance in your life.

## **Rely on your fellow subject- or grade-level teachers**

This profession is all about collegiality and finding the strengths in each other.

## **You cannot do it all.**

You cannot meet every standard to the fullest, but you can establish a classroom community and help kids become learners.

**Sara Russell, IA**

## **You're going to stumble a lot, and that's OK**

You're going to be a better teacher because of the stumbles.

## **You are allowed to feel**

So give yourself space to be emotional and shed a few tears.

## **This too shall pass**

Even when you have a challenging group of students or you're trying to teach during a global pandemic, remember that this is temporary.



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**OF AMERICANS  
SUPPORT LABOR UNIONS**

**nea** NATIONAL  
EDUCATION  
ASSOCIATION





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# NEA Member Benefits

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We know you are working harder than ever before. Your member benefits support you through every state and phase of life. The benefits of belonging to the largest union in the country help you now.

NEA Member Benefits helps members make the most of association membership every day providing financial, insurance, travel, and shopping programs and services, and advocating for and assisting members in times of need.

## Insurance



### NEA Group Term Life Insurance Plan

Help safeguard your family with affordable life insurance coverage up to \$500,000. Get the lowest, group rates to date. Members, spouses, domestic partners, and dependent children are all eligible for exclusive NEA rates. Flexible coverage levels from \$25,000 - \$500,000, full benefits until age 70 and no medical exam to apply (in most cases), your coverage remains the same even if your health changes. You can't be dropped for health reasons.



### NEA Auto & Home Insurance Program

NEA members save an average of \$423 per year, discounted members-only rates, skip payment options, waived or reduced deductibles, free ID defense, 12-month lock-in rate guarantee, \$3,000 personal property at school coverage, vehicle deductible for vandalism waived when on school property, EX Pay with summer/holiday skip.



### NEA Renters and Condo Insurance

Renter's insurance is practically free when bundled with an NEA Auto Insurance Policy. Protect your personal property like electronics, furniture and clothing for little to no extra cost. Protect your home and belongings with coverage for your property at home, at school and while traveling, including \$500 lost luggage coverage and \$1,000 coverage for debit or credit card fraud under the NEA Condominium Policy.



### NEA Pet Insurance Policy

Offered and administered by Pets Best Insurance, your pets are part of our families, so we try to do anything to keep them healthy. But accidents and illnesses can be costly. Get reimbursed up to 90% on eligible vet bills, choose any licensed veterinarian, emergency vet or specialist in the US, available for dogs and cats in all 50 states.

## Financial Services

**NEA Rate Smart credit card** save on interest with NEA's lowest rate – includes an online bonus offer for \$100 statement credit. Includes \$0 liability for fraudulent transactions and extra protection when you add your card to your digital wallet, present your card and a photo ID to enjoy free general admission to over 225 museums across the country on the first weekend of every month.

**NEA Customized Cash Rewards Credit Card** earns 1% cash back on purchases everywhere, every time. Earn 2% cash back at grocery stores and wholesale clubs and maximize your cash back with 3% cash back in the category of your choice: gas, online shopping, dining, travel, drug stores, or home improvement & furnishings. Also receive a member exclusive online bonus offer: a \$200 Amazon.com gift card (students not eligible).

### NEA Personal Loan

The NEA Personal Loan Program can help you consolidate higher-interest debt or cover major purchases that may be a little out of reach. Whether you're planning a wedding, itching to remodel your kitchen or you want to roll your credit card balances into one easy payment, this loan of up to \$30,000 can help.

### Home Mortgage Program

First National Bank of Omaha Home Mortgage Program offers estimated savings at closing of \$995 this is a smart, easy way to finance your new home or refinance your existing home. Available to members and spouses, parents and children, the offer provides low, competitive rates and a range of options to help you find the solution that's right for you and your family. Pay no loan application or loan origination fee.

## Make big decisions easier

Get personal guidance and support, along with easy-to-use tools and resources, for financial and retirement planning, health and wellness, leisure, travel, family life and more.

**Family Wellness** – take care of yourself and your family with programs that help support you.

**Life Insurance Protection** – supplement school insurance with life insurance that comes with your membership at no cost to you.

**Retirement Planning** – find out what your retirement can look like.

**Shopping Discounts** – special deals exclusively for members.

**Travel & Vacations** – get deals for travel now or later.

You can find so much more at NEAMB online. Go to NEAMB.com to access the type of assistance you need. Or call the Member Advocacy Center toll-free at 1-800-637-4636 (Monday-Friday, 8 a.m.-6 p.m. ET).

You always have the power of NEA Member Benefits behind you.