

# TOGETHER. A STRONGER VOICE.

## Together we're stronger. Together we're heard.

Being an educator is one of the hardest jobs in the world and it's never been harder than right now. With more members like you, we'll have a stronger collective voice that can help educators live better lives, so our students get the best education possible.

## What is Wisconsin Education Association Council?

Wisconsin Education Association Council (WEAC) is our state's union for educators. As part of the largest labor union in the U.S., with over 3 million members, we work together to ensure that educators like you have a stronger voice.

## Together, we are a union.

- We regularly advocate for higher salaries and improved working conditions.
- We meet with lawmakers from both political parties to make sure our voices are being heard and respected.
- We work hand in hand with school administrators and school boards to improve our daily lives as educators.
- We make sure that educators have the resources we need to give students our best.



For more information, reach out to:

## WEAC works with educators to deliver real change.

### HIGHER SALARIES

We become educators to help kids. We're not expecting to get rich, but far too often, people act like we've taken a vow of poverty. Banding together to advocate for higher salaries is the best way to ensure that we get the compensation we deserve.

With more members like you, we'll have a stronger voice so that we can win real pay increases and cost of living adjustments.

### IMPROVING OUR DAILY LIVES

Together, we have worked with administrators, school boards and lawmakers from both political parties to:

- Improve healthcare benefits.
- Expand student loan forgiveness and repayment opportunities.
- Respect educators' time by advocating for things like planning time and duty-free lunch.
- Improve our daily lives.

### BENEFITS

WEAC members receive comprehensive benefits like:

- Liability insurance and legal representation to protect us from false or unfair accusations.
- Professional learning opportunities and resources.
- Resources to help us navigate student loan forgiveness.

# TOP 10 REASONS to JOIN WISCONSIN EDUCATION ASSOCIATION COUNCIL

## 1 A voice at the table

There's power in numbers. Joining our association gives your voice more authority over the decisions that affect your classroom and career. Whether you advocate for changes in your school, speak at school board meetings, advocate for increased school funding at the state and local level, or lobby your state legislators and city/county board members, your local will support you and your students.

## 2 Increased pay and benefits

As part of our local association, you can unite for professional pay, health care, and retirement security so a career in education is a viable profession.

## 3 Improved professional practice

Our local association helps you advocate for access to high-quality professional development and increased collaboration time so you can improve your practice. Our association (and that means you and your co-workers!) can work with the school district to develop mentoring and other support from more experienced colleagues.

## 4 Nationwide community of educators

When you are a member of our local association, you are also a member of your region, state and national affiliate. Our association is your way to connect with like-minded colleagues across the district, state and nation who are working to better students' lives.

## 5 Improved working and student learning conditions at your worksite

Local associations empower educators to advocate for smaller class size, less standardized testing, input into curriculum, and safe buildings, just to name a few. These working conditions mean a better learning environment for students.

## 6 Positive change in your workplace

Our association can work with the administration as a partner and collaborate with the PTA and other community organizations to resolve issues in your school. As an educator who knows the students best, you can work with the administration to solve problems together.

## 7 United for advocacy

Get guidance, advice, and, if necessary, legal representation. We support candidates who care about students and have achieved fair pay scales to encourage educators to stay in the profession for the long haul. We have successfully maintained staff involvement in decision-making and volunteer in our communities to improve lives.

## 8 Commitment to social justice

As a member of our association, you join forces with fellow educators to make a difference in the social justice issues that matter most to you and affect your students' lives. The association works to achieve opportunity for all students in schools and can provide training to members to develop new strategies.

## 9 Liability insurance

The liability potential can be serious for individuals employed by schools and other educational units (and your employer doesn't always have your back), NEA provides all eligible association members with professional liability insurance through the **NEA Educators Employment Liability (EEL) Program**.

## 10 WEA Member Benefits and WEAC Savers' Club

Improve your buying power and save money with **WEA Member Benefits**, **WEAC Savers' Club** and additional national savings, offering you extensive benefits and discounts for products and services.



**JOIN US!** 800.362.8034 ex. 507 \* [weac.org/join](http://weac.org/join)

# EDUCATORS WIN TOGETHER.

Across Wisconsin, our union is winning equal pay for equal work, better benefits, increased salaries and improving the daily lives of educators and students. How are educators creating change in Wisconsin?

## Removing provision to hold back students based on test scores.

A plan to force students to repeat third grade based on one standardized test score was scaled back after our union mobilized and pointed to research showing it harms students. We partnered with the Wisconsin State Reading Association and other groups to shed a light on problems in the bill, which tripled the number of tests for students in K-3rd grade and made it easier to sue teachers based on how we teach.

## Relevant professional courses by educators, for educators.

Tired of mandated PD by people who don't work with students? Our union has a huge range of educator led courses, along with hundreds of micro-credentials, book groups and more for teachers and support staff. Our high-quality courses are free or at a reduced price for members. In Marshall, we partnered with the school district to provide Spanish for Educators to staff so they can improve communication with students and families.

## Equal pay for equal work.

WEAC supported Verona teachers in a gender discrimination case that gained national attention after our union discovered pay differences of nearly \$20,000 between male and female teachers holding the same experience and qualifications. Ten female teachers received \$450,000 in back pay, interest and retirement earnings. Separately, the district agreed to correct placements of other teachers on the salary schedule, impacting 367 teachers.

## Personally and professionally, we have your back.

Through our free student loan debt program, we've helped thousands of member-educators qualify for forgiveness or navigate refinancing. We safeguard Wisconsin's best-in-the-nation retirement system so it's there for you after a career of teaching students. We help educators attain work-life balance and reduce stress so you can be your best and have our own experts to answer your legal or licensing questions so you can always have a trusted partner.

## Fair Pay Now campaign increasing educator pay.

WEAC members are collaborating to negotiate pay increases that keep up with the high cost of living. Local Wisconsin unions worked with administrators to achieve pay increases. In Wauwatosa, our union achieved a *12% package increase for every teacher* and raised starting teacher salary to over \$48,000. Cudahy paraprofessionals earned an *11.7% increase*.

## Supporting candidates who support public schools.

In public schools, everything that happens in our classrooms is impacted by policy makers. That's why our union takes pride in electing people who care about students as much as we do. In 2023, we won the majority of local school board races in which we recommended candidates. Whether with local school boards, state lawmakers or federal representatives, we continue building relationships with elected officials long after Election Day.

## Keeping educators in the profession.

WEAC's package to attract and keep teachers and support staff in our schools was introduced in the Legislature, calling for increased pay, reasonable workloads, mandatory prep time and bargaining rights.

LEARN MORE



# SAVE FOR YOUR FUTURE. GET A PLAN. PROTECT YOUR ASSETS.

For over 50 years, WEAC members have enjoyed the quality financial programs offered by Member Benefits—programs made available by their union.

WEAC created programs such as our nationally recognized 403(b) and personal insurance programs to give members a quality alternative to for-profit providers of financial services.

While eligibility for these programs is generally extended to all Wisconsin public school employees, WEAC members receive preferred pricing as an added value to their membership.

Plus, family members may be eligible for most programs.\*



Retirement  
& Investment



Financial  
Planning



Personal  
Insurance

**NEW** Life  
Insurance

## Do you have questions? *Let's talk!*

*WEA Member Benefits is here to help you to and through retirement.*

To learn more about our products and services **OR** to sign up for a FREE financial consultation **SCAN HERE**

Or visit us online: [weabenefits.com/consults](https://weabenefits.com/consults)



[weabenefits.com](https://weabenefits.com)

\*Family members, including your spouse or domestic partner, children and their spouses, parents, and parents-in-law, may also be eligible to participate in many of our programs. Restrictions may apply. Member Benefit Consultants can provide assistance with your retirement savings accounts but do not offer investment advice. Registered Representatives of and securities offered through WEA Investment Services, Inc., member FINRA. All financial advisory services are offered through WEA Financial Advisors, Inc., an SEC registered investment advisor. Property and casualty insurance programs are underwritten by WEA Property & Casualty Insurance Company. The terms and conditions of your coverage are exclusively controlled by your written policy. Please refer to your policy for details. The life insurance program is offered and administered by Associates of Clifton Park. Life insurance products are underwritten by multiple life insurance carriers. additional program disclosures at [weabenefits.com](https://weabenefits.com)/disclosures. FS 4556-240-0723