

## Education Association of Norfolk

**Membership means protection, advocacy and benefits!** . . . . .

***These services and advocacy are always a part of EAN's everyday activity.***

- **Most effective education lobbying and advocacy force** in Virginia according to Virginia General Assembly members
- **Negotiated new agreements** to raise salaries an average of 19% in the past 4 years and improved benefits
- **Exclusive member benefits** including disability insurance and cancer insurance *by payroll deduction*, discounts on magazines, car rentals, **auto insurance**, etc., and NEA credit cards with special features
- **Full-time trained staff** to assist with grievances, unfair evaluations, frivolous child abuse allegations, and other employment matters
- **\$1 million in professional liability insurance** coverage
- **Two free 30-minute legal consultations** each year with the association attorney for personal legal problems and **30% off personal matters legal fees** in five core areas
- **A variety of term life insurance plans** from \$25,000 to \$500,000
- **Free notary** service
- **Hampton Roads regional efforts of over 11,000 members** in public relations, political activity, human relations, and member benefits programs
- **License renewal workshops and seminars** in leadership, school law, professional development, instruction, etc
- **Instructional grants** for innovative education ideas
- **Up-to-date national, state and local professional information** through magazines, print newsletters, Web sites and E-mail newsletters

Assistance for these problems comes with membership and is not found in homeowners or any other form of liability insurance.

- ◆ *An unfair evaluation*
- ◆ *An allegation of child abuse*
- ◆ *A mistake in your paycheck*
- ◆ *Nonrenewal of contract or dismissal*
- ◆ *Plan of Action*
- ◆ *A denial of personal leave or other leave*
- ◆ *Unfair working conditions*
- ◆ *Sexual harassment charges*
- ◆ *Harassment by an administrator*
- ◆ *Inaccurate information in your personnel file*
- ◆ *Bail bond reimbursement*
- ◆ *Worker's comp appeals*
- ◆ *Suspension and probation*
- ◆ *A threat or criminal verbal abuse from a student or parent*
- ◆ *Legal defense expenses for assault charges against you*
- ◆ *Your personal property damaged in an assault-related incident*
- ◆ *Coverage for delayed lawsuits filed after you are no longer a school employee*
- ◆ *Denial of disability retirement (VRS)*



**Education Association of Norfolk, 700 Monticello Ave. Suite 311, Norfolk, VA 23510**  
**Phone: 622-9090                      Fax: 622-9093                      E-mail: ean.vea@verizon.net**