

UEA Action Digest Redesign New Look for UEA's Print Publication



The UEA's print newsletter, *UEA Action Digest*, has undergone a facelift.

"Our goal is to continually improve our communications, and especially the way we communicate with UEA members," said **Mike Kelley**, UEA director of communications and public relations. "We are very excited about the updated look, bright colors and new graphics in our print newsletter. We are fortunate to have a talented designer on staff to help us keep things fresh and new." The newsletter was designed by UEA Communications Associate **Meg Tanner**.

The *UEA Action Digest* is mailed to all UEA members three times a year. It complements the *UEA Action Express* e-newsletter, delivered by email each month during the school year, and the *UEA Action Bulletin*, emailed as needed for urgent communication.

The *Digest* contains a summary of the *Express* e-mail news, with additional special features. The print newsletter serves those without e-mail access and is shareable with fellow school employees. The website, myUEA.org, remains the primary source for up-to-date Association information.

Our Schools Now Initiative

Question 1 Fails, The Fight Continues

In the 2018 General Election, Utahns defeated a plan devised by Utah legislators to increase Utah's motor fuels tax and shuffle a portion of the money to education. While the public continues to support increased investments in the education of students, voters ultimately rejected the confusing, convoluted funding mechanism presented by *Question 1*, according to UEA President **Heidi Matthews**.

"While students certainly would have benefited from the revenue proposed in *Question 1*, it was never the complete solution to the chronic under funding of our schools," said Matthews. "Our classrooms remain overcrowded, we still struggle to find and keep quality

teachers, student needs continue to go unmet – all because we lack adequate resources. It's the responsibility of the legislature to adequately fund public education for all Utah students. As teachers, we will continue the fight to ensure our elected representatives fulfill that responsibility."

Teachers and other community members gathered more than 150,000 signatures to put the *Our Schools Now* initiative on the ballot. The overwhelming response to this signature-gathering effort spurred legislators into the compromise that removed the initiative from the ballot.

Question 1 was a part of the overall *Our Schools Now* compromise forged in the waning days of the 2018 Utah Legislature. The 2018 legislature already allocated about \$200 million to new education funding. The fuel tax increase was to be the final piece of the compromise to create an overall package totaling \$300 million in new revenue for education that would grow each year to a projected \$600 million in five years.

The gas tax increase was recommended by legislators during the 2018 General Legislative Session as preferable to increasing the income and sales taxes as proposed in the *Our Schools Now* initiative. Ultimately, voters rejected this non-binding proposal. Legislators now face

See [QUESTION 1 FAILS, Page 3](#)



UEA President Heidi Matthews addressed supporters at the Oct. 13 UEA Day of Action.

Calendar

12/24-1/1	Winter Recess (UEA closed)	2/1	UEA Board of Directors meeting
1/4	UEA Board of Directors Meeting	2/2	Council of Local Presidents meeting
1/5	Council of Local Presidents Meeting	2/2	UEA-PAC meeting
1/5	UEA-PAC Meeting	2/7-9	NEA Board of Directors meeting
1/9	UEA Declaration of Candidacy due	2/18	President's Day (UEA closed)
1/21	Martin Luther King Jr. Day (UEA closed)	3/2	NEA's Read Across America Day
1/28	Utah Legislative Session begins	3/8	UEA Board of Directors meeting
1/30-2/21	UEA Primary Election begins	3/9	Council of Local Presidents meeting
2/1	UEA Educator Day on the Hill begins (Every Friday through the session)	3/14	Utah Legislative Session ends
		3/28	HOD Delegate Reporting due

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Special Announcement

Brad Bartels Named UEA Executive Director



Newly appointed UEA
Executive Director
Brad Bartels

The UEA Board of Directors announced the appointment of **Brad Bartels** as executive director. He begins his new assignment in January.

Bartels spent the past four years as execu-

tive director of the Colorado Education Association (CEA) where he managed a staff of more than 50 employees. He also held leadership roles in the National Council of State Education Associations and the National Organization of Lawyers for Education Associations. Bartels began his career as a middle school teacher in Denver public schools.

“We are thrilled Brad has decided to join the UEA,” said UEA President Heidi Matthews. “He was selected from a field of very qualified applicants and brings a wealth of experience in project management, strategic planning, education policy and association leadership. Brad’s background will be valuable in our association’s ongoing work to advocate for Utah educators, students and public education.”

Prior to serving as CEA executive director, Bartels was the association’s General Counsel from 2007 to 2014. He also served as an adjunct professor at the University of Colorado, School of Education. Bartels has a Ph.D. from the University of Colorado and a J.D. from the University of Denver.

Bartels replaces **Lisa Nentl-Bloom** who served as the Association’s executive director from September 2014 to August 2018.



Working for YOU

2018 Mid-Term Election Results Utah Elections Successful for Students

The votes are in. Of the Utah legislative candidates recommended by state and local political action committees for the 2018 General Election, nearly 80 percent were successful. UEA Government Relations Director **Chase Clyde** attributes this success in large part to the hard work of many Association members and their contributions to Association PAC’s.

“UEA members and other volunteers worked very hard to elect friends of public education to the state’s important policy-making positions this election,” said Clyde. “They made phone calls, knocked on doors, put up signs and, most importantly, they voted. Voter turnout of our members appears to be very strong.

“Having so many (education political action committee) recommended candidates elected is a victory for students, for teachers and for public education. Congratulations are due to everyone involved. I’m now looking forward to working with our elected representatives to address our public education challenges.”



PAC Recommended Candidates—

Following are candidates recommended by national, state and local Political Action Committees and how they fared in the 2018 General Election (**W** = won election, **L** = lost election, as of press time):

Federal Congressional Races

(**W** = 1 / **L** = 0)

- U.S. House 4: Ben McAdams **W**

Utah State Senate

(**W** = 4 / **L** = 1)

- Senate District 3: G. Davis **W**
- Senate District 4: J. Iwamoto **W**
- Senate District 5: K. Mayne **W**
- Senate District 8: K. Riebe **W**
- Senate District 12: C. Collard **L**

Utah House of Representatives

(**W** = 27 / **L** = 7)

- House District 3: V. Potter **W**
- House District 4: D. Johnson **W**
- House District 5: C. Snider **W**
- House District 8: D. Froerer **L**
- House District 9: K. Darby **L**
- House District 10: L. Shurtliff **W**
- House District 14: S. Day **L**
- House District 15: B. Wilson **W**
- House District 16: S. Handy **W**
- House District 19: R. Ward **W**
- House District 20: M. Ballard **W**
- House District 22: S. Duckworth **W**
- House District 25: J. Briscoe **W**
- House District 27: B. Brammer **W**
- House District 31: E. Weight **W**
- House District 32: S. Harrison **W**

Utah House of Rep’s Cont’d

- House District 33: C. Hall **W**
- House District 34: K. Kwan **W**
- House District 35: M. Wheatley **W**
- House District 36: P. Arent **W**
- House District 37: C. Spackman Moss **W**
- House District 39: J. Dunnigan **W**
- House District 41: S. Walston **L**
- House District 42: A. Martz **L**
- House District 43: D. Lewis **L**
- House District 44: A. Stoddard **W**
- House District 45: S. Eliason **W**
- House District 46: M. Poulson **W**
- House District 49: R. Spendlove **W**
- House District 50: S. Pulsipher **W**
- House District 51: M. Weeks **L**
- House District 57: J. Hawkins **W**
- House District 61: M. Judkins **W**
- House District 69: C. Watkins **W**

State Board of Education (**W** = 1 / **L** = 4)

- School Board District 1: T. Warner **L**
- School Board District 2: C. Pitts **L**
- School Board District 3: T. Nedreberg **L**
- School Board District 5: P. Riley **L**
- School Board District 9: C. Davis **W**

State Propositions (**W** = 0 / **L** = 1)

- Question #1: Yes **L**



2019 UEA Elections

Become an Association Leader

UEA national, state and local association leaders are association members elected by their peers. Seventeen state UEA leadership offices are subject to election in 2019, including UEA President, UEA Vice President and five state board positions.

The deadline for filing a Declaration of Candidacy is 5 p.m., Jan. 10. Anyone who has been an active UEA member for at least three years is eligible to file. Go to myUEA.org/vote for a Candidacy form or call the UEA Office, 801-417-0226.

An election will be held January 30 through February 20, via online voting. If more than two candidates have filed for any office, this will be a Primary Election, otherwise it will be a General Election. If a Primary is necessary, the General Election will be held March 20 through April 10.

The following UEA statewide and board of directors offices are subject to election in 2019 (all offices are for a three-year term unless otherwise noted):

- President
- Vice President
- NEA-RA Delegate-At-Large
- Davis Director on the UEA Board
- Jordan Director on the UEA Board (one-year)
- Northern Director on the UEA Board
- Ogden-Weber Director on the UEA Board
- Woodland Peaks Director on the UEA Board



Educator Day on the Hill

Educator Day on the Hill Could Make a Difference in Your Classroom



Educators spoke with lawmakers during Educator Day on the Hill at the State Capitol.

Teacher voices are critical on Capitol Hill! Elected officials make decisions that have very real consequences in the classroom. That's why the UEA takes a leadership role in participating at the Utah State Legislature – and you can, too.

UEA Educator Day on the Hill is your opportunity to talk to lawmakers, to help them understand how their policies impact our students and to influence the lawmaking process. Lawmakers get to learn from some of the state's excellent teachers and you will gain a deeper understanding of the political process. About 450 educators participated in Educator Day on the Hill events in 2018.

Educator Day on the Hill is scheduled each Friday during the 2018 Utah Legislative Session: February 1, February 8, February 15, February 22, March 2 and March 8.

Anyone is invited to attend. Some local associations even provide a stipend for teachers to participate. For more information, contact your local UniServ Office or go to myUEA.org/EducatorDay.



UEA hosts Educator Day on the Hill every Friday during the legislative session.

Question 1 Fails, The Fight Continues *(continued from page 1)*

the challenge of finding alternate ways to fulfill their constitutional responsibility to adequately fund public education.

The *Our Schools Now* initiative brought together a broad coalition of support for public education funding. The campaign has been described as the strongest political organization for the promotion of public education in the history of the state.”

We express our appreciation to Governor Herbert, legislative leadership, the business leaders representing *Our Schools Now* and the many others who support this ongoing effort to increase education funding,” said Matthews. “These education allies were critical in securing previous funding increases. We look forward to working with them to find alternatives to con-

tinue with those successes.”

Matthews also notes, the Utah Education Association's work on *Our Schools Now* and *Question 1* is part of a larger national conversation about increasing investments in public education. “As an association of educators, we are stronger because of our work on *Our Schools Now*,” she said. “The education funding effort here in Utah is part of a much larger #RedForEd movement to secure more education resources for students across the country.”

That movement will continue, both in Utah and across the nation. “The hard work of teachers and others who support increased funding for our students has already resulted in more investment in schools. Our fight to increase funding will continue as long as student needs remain.”



Point of View

Question 1

This is What We Do

By UEA President Heidi Matthews

Like many of my teacher colleagues, after the failure of *Question 1* on election night (see page 1) I second-guessed, blamed, rationalized and sought answers. My search led me through a therapist, bowls of ice cream, and a few bottles of...well...I finally came to the realization that, at every turn, we did what we needed to do. We lived the UEA mission and stood up for our students and our profession. We were not perfect, but we were not wrong.

The UEA mission demands we use our collective might to fight for education resources. *Our Schools Now* brought together an unprecedented coalition of partners in support of increased education funding. When compromises took us down roads that were not our first choice, we stayed strong and persisted. *Question 1*, while convoluted and confusing, absolutely aligned with our mission.

In retrospect, there may be a few things we could have done differently, however, I see no scenario where we would have given up or dropped out of the fight. Not one. This is what we do. This is why we exist.

So we forge on, bolstered by the successes of elevating the conversation about education funding. We are strengthened by the solidarity of #RedForEd Tuesdays and the many, many amazing UEA members who collected signatures, made phone calls, knocked on doors, wore red shirts, voted and shared their support for public education.

Our students certainly would have benefited from the revenue proposed in *Question 1*, but it was never the complete solution to the chronic underfunding of our schools. Our classrooms remain overcrowded, we still struggle to find and keep quality teachers, student needs

continue to go unmet – all because we lack adequate resources.

Onward we move to the legislative session where we must insist our representatives fulfill their responsibility to adequately fund public education for all students. Our struggle to increase funding will continue as long as student needs and disparities remain.

We are teachers – it takes much more than the failure of a confusing, convoluted, “non-binding” question to deter us! We will not stop fighting for our students and our profession. Together we have moved the needle and together we will prevail. This is what we do.



UEA President,
Heidi Matthews



Your Benefits

NEA Member Benefits

New NEAMB.COM Launched

NEA Member Benefits (NEAMB) is committed to making members' lives better. To that end, NEAMB launched a new website November 1. The new website shifts the website experience from descriptions of products and services to a member-centric, emotionally driven expression of the value and benefits for NEA members. “Over the last 18 months, we have worked very hard to re-imagine our website experience and create one that achieves members' needs while making it more effective and enjoyable,” according to a NEAMB press release.

A few highlights of the new website include:

- Personalization: Personalized, dynamically structured experiences;
- Language & Tone: More conversational; less technical
- Navigation Organization: Needs-based rather than product-based; and
- Device Design: Fully responsive to the size of the device.



NEA Click & Save

Enjoy the holidays more by planning now and shopping early. NEA Click & Save, the online discount buying service for NEA members, highlights select retailers and merchants each month. Check out these featured “Buy-lights”:



- Etsy.com: Find one-of-a-kind handmade and vintage wares by artists and crafters—plus gift suggestions for every occasion. Earn 2X WOWPoints on your purchase.
- Le Creuset: Get up to 30% off exceptional quality cookware, including Dutch ovens, skillets, and stone ware baking dishes. Plus, your order receives 2X WOW Points.
- Raymour & Flanigan: Enjoy the ultimate furniture shopping experience, whether outfitting a whole room or simply adding an accent piece. Save up to 25% and earn 2X WOWPoints on your purchase.
- SimpliSafe: Offers 24/7 protection solutions to keep your home safe. No hidden fees or long-term contracts. Get two key fobs free and 1,500 WOW Points.
- Pottery Barn: Find stylish home furnishings and décor for holiday entertaining! Get up to 40% off select items and 1X WOW Points.



2019 UEA House of Delegates Save the Date – April 28

The UEA's governing body will hold its annual meeting two weeks earlier than in recent years. The 2019 UEA House of Delegates will be held Saturday, April 27 at a yet-to-be-determined school in Alpine School District.



Each year, the UEA convenes a House of Delegates to conduct Association business. The House consists of the UEA Board of Directors and elected delegates representing each local association, each UniServ, UEA retired members and the UEA student program. About 200 delegates and guests participated in the 2018 House.

At the annual House of Delegates, elected representatives discuss and adopt policies to govern the Association including:

- UEA Articles of Incorporation, Constitution and Bylaws
- UEA Resolutions
- UEA Standing Rules
- UEA Legislative Platform, Support Positions and Priorities

Because of the new date, the deadline for submission of items to be considered at the 2019 House of Delegates will be March 28. An open hearing will be held Friday, April 12, 5:30 p.m., in the UEA Auditorium to review items submitted for consideration. For questions about submitting an item and information on how to write a submission, visit myUEA.org/house.

*The deadline for submitting items to be considered for the 2019 UEA House of Delegates is **March 28, 2019***

2018 UEA Bargaining Summit Teams from Local School Districts Prepare to Advocate for Teachers

Nearly 100 educators representing school districts across the state volunteered their time Saturday, Nov. 3, to discuss ways they can better advocate for teachers and students as part of the 2018 UEA Bargaining Summit. The event was held at the Jordan School District Auxiliary Services Building in West Jordan.

"The Summit is an opportunity for teacher leaders from across the state to share best practices for working effectively with district administrators and school boards," said UEA Director of Policy and Research **Jay Blain**. This marked the seventh year UEA has held a Bargaining Summit.

The Summit began with a discussion about the statewide funding and local bargaining opportunities created as a result of the *Our Schools Now* initiative and *Question 1* on the 2018 General Election ballot. UEA President **Heidi Matthews** provided a background and overview, including the UEA's presence as an effective power broker through *Our Schools Now* signature gathering and the *Question 1* campaign.



Nearly 100 UEA leaders and negotiations team members from across Utah attended the Summit.

UEA Director of Education Excellence and Government Relations **Sara Jones** shared details of the current *Our Schools Now* proposals to be considered during the 2019 General Legislative Session. UEA Director of Communications **Mike Kelley** shared effective messaging strategies to use in a post-*Question 1* environment. The session concluded with a discussion about carrying the power and goodwill generated by the effort into districts and schools.

Breakout sessions at the Summit included the following:

- **Come to Terms** – Bargaining Terminology: Explaining terms like 'master agreement' and 'negotiated policy.'
- **Communication During Bargaining** – Ground Rules and Timelines: What to say to members and when to say it.



Breakout sessions at the 2018 Bargaining Summit covered a variety of topics important to the negotiation process.

- **Insurance** – Types of Insurance: Differences between traditional, high-deductible and health savings accounts, how they work and what parts of insurance can really be negotiated.
- **Bargaining Resources** – Resources for district financial information, independent information, model policy language and more.
- **School Finance 1** – Beginning: The "what" of school finance including district budgets, understanding the UEA distribution sheet and what money comes from the state and what money comes from local property taxes.
- **Bargaining for Equitable Resources** – The Common Good: A discussion about the differences between equitable and equal funding and a brainstorming piece to gain ideas for negotiations and possible policy language.
- **Salary Schedules** – Structures and Types: Understanding salary schedule structures and types.
- **Comptracker** – Online Bargaining Resource: Software to enhance bargaining.

See 'BARGAINING SUMMIT' page 8

★ ★ ★ Awards & Recognition ★ ★ ★

Nomination Deadline December 6!

Recognize a Deserving Teacher with an *Excellence in Teaching Award*

Honor an exceptional teacher by nominating him or her for an *Excellence in Teaching Award*. The awards are presented each year to Utah public school teachers whose efforts in the classroom significantly impact the life of an individual child or group of children. In 2019, the selected educators will each receive \$1,500, courtesy of dōTERRA International.

Award winners will be selected by a panel of judges that includes previous years' winners. To be selected, teachers must demonstrate instructional expertise, creativity, innovation and student-

driven practices that impact student lives. In addition to the \$1,500 cash award, each winner receives a video profile courtesy of KUED and recognition at the KeyBank Superstars in Education celebration in May. The UEA has presented Excellence in Teaching Awards since 2000.

Nominations for the 2019 UEA Excellence in Teaching Awards will be accepted through December 6 at myUEA.org/awards.

Other awards presented at the Superstars in Education banquet typically include UEA Honor Roll Awards, presented to individuals, businesses or organiza-

tions that have made a significant contribution to public education in Utah; the *Charles E. Bennett Human and Civil Rights Award*, presented to an individual who has engaged in human and civil rights activities that have benefited education and had community-wide impact; and the *Elaine Tzourtzouklis Service to Association Award*, presented to an individual who has provided outstanding service to the Association. **The nomination deadline for these awards is March 15, 2019.**



Ten Utah teachers, like these from 2018, will receive 2019 UEA/dōTERRA Excellence in Teaching awards.



The 2019 KeyBank Superstars in Education awards banquet will be held May 17 at The Leonardo in downtown Salt Lake City.

2019 Utah Teacher of the Year

West High Social Studies Teacher Earns Top State Teaching Honor

The Utah State Board of Education named **Kellie May**, a Salt Lake Education Association member and social studies and Advancement Via Individual Determination (AVID) teacher at Salt Lake City's West High School as 2019 Utah Teacher of the Year. She is also an associate instructor at the Urban Institute for Teacher Education at the University of Utah.

May was presented with a check for \$10,000 and will compete with her fellow teachers of the year in a national competition. She will meet with fellow teachers of the year at a national conference, meet with the President in Washington, D.C., and attend space camp in Alabama next summer.

Layton Elementary School kindergarten teacher and Davis Education Association member **Anjanette McNeeley** was named first runner up and received a check for \$5,000. **Archer Birrell**, Granite Education Association member and fourth grade teacher at Hillside Elemen-

tary School in the Granite School District, was named second runner up and received a check for \$3,000.

A committee with representatives from the Utah State Board of Education, the Utah State Charter School Board, parents, school teachers, principals, and 2018 Utah Teacher of the Year **Aaryn Birchell** selected May from among local teachers of the year for the honor. All 30 local teachers of the year were honored at a banquet at the Salt Lake City Marriott City Center.

"While her role with teachers is noteworthy, of greater significance is Ms. May's position as an AVID instructor at West High School," wrote Urban Institute for Teacher Education Director Mary D. Burbank. "To say that she is a student advocate is

an understatement. In her classroom, Ms. May provides traditionally under-represented students with opportunities that allow them to achieve the academic success necessary for college access."

"I have been in AVID since freshman year and have learned life-long skills like creating a resume and learning how to speak confidently in public," wrote West High student **Martina Martinez**. "Ms. May has urged me to continue with higher education. She has motivated me at my darkest points to never give up on my dream.

She is an amazing teacher who inspires her students to thrive and become the best they can be."

May succeeds Birchell, who is an English teacher at Uintah High School in Vernal.



2019 Utah Teacher of the Year Kellie May

Salt Lake Teacher Receives National Award for Work to End Homelessness

Michael Harman does not readily acknowledge the incredible contributions he has made for homeless youth and families, but the NEA put Harman in the spotlight by honoring him with the *Reg Weaver Human and Civil Rights Award*.

Harman was one of 12 outstanding social justice heroes honored at the 2018 NEA Human and Civil Rights Awards, which took place on July 1 in Minneapolis. The annual event—which honors educators, individuals, community partners and organizations that are advancing the mantle for human and civil rights—is the byproduct of the historic 1966 merger of the National Education Association and the American Teachers Association.

“The human and civil rights champions we honor are the epitome of the fierce ‘urgency of now’ that Dr. Martin Luther King, Jr. spoke about in his ‘I have a Dream’ speech,” said NEA President **Lily Eskelsen Garcia**.

Throughout his life, Harman has built bridges between the homeless and elected officials, faith organizations and community groups. His work improves the lives of families in poverty and boosts understanding about their circumstances.

Harman is the founder and director of SOAR—Summer Outdoor Activities and Recreation through the Neighborhood Housing Association of Utah. The program engages middle school students, many of whom are marginalized by poverty, in a nine-week youth leadership development program. Students receive daily opportunities for community service, asset building and recreation. For a nominal fee, which can be as low as \$10, and is based on a family’s ability to pay, the program also includes trips to locations like Washington, D.C., Yellowstone National Park, and other sites.

“Mike is an amazing advocate for homeless students and those living in poverty,” said Utah Education Association President **Heidi Matthews**. “He is a champion, an incredible Association leader and a dear friend to many. I cannot imagine

anyone more deserving of this human and civil rights award.”

For more than a decade, Harman has served as the Homeless Education Liaison for the Salt Lake School District, working directly with an increasing population of homeless youth and families in the region. Within the NEA, Harman worked to amend the Legislative Platform at the 2016 Representative Assembly to call on Housing and Urban Development to broaden their definition of homelessness to align with the way it is defined by the Department of Education. He has provided

official testimony before a variety of entities, including the Utah State Legislature.

In addition to Harman, the NEA also recognized former first lady Michelle Obama and the Know Your Rights Campaign, founded by professional quarterback and activist Colin Kaepernick, for continuing the quest for human and civil rights in America.



Salt Lake teacher Michael Harman received a 2018 Reg Weaver Human and Civil Rights Award.

Valued at \$7,500

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Bargaining Summit *(continued from page 5)*

• **School Finance 2** – Advanced: The “why” of school finance, including equalization, *Our Schools Now* funding, truth-in-taxation for increasing the levy versus bond for new buildings and influencing the budget timeline.

In a lunch-time General Session, Washington County Education Association President Amy Barton, Northern Utah UniServ Director Curt Benjamin and UEA General Counsel Tracey Watson provided tips for negotiating bargaining in a right-to-work state such as Utah where no bargaining law exists.

The meeting concluded with participants gathering in local negotiations teams to begin negotiations planning. “Participants left energized, engaged and

educated about the bargaining process,” said Blain. “Our hope is that this event will give bargaining teams the tools they need to successfully advocate for their profession and for the collective good of public education in Utah.”



Bargaining training included breakout sessions and opportunities for local negotiation teams to discuss local issues and concerns.

The **UEA ACTION DIGEST** is published by:

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