

Dear Colleague,

Welcome to Cecil County Public Schools! We're glad to hear you accepted a position and are now a part of the Education Support Professionals (ESP) family. You've made an important professional decision to support students and public education. Education Support Professionals play an important role in education and without us, education would suffer. Whether we're helping students learn, keeping our students safe, healthy, well-nourished or making schools run smoothly, our jobs are important, and you play a vital role in student success.

As an Education Support Professional, I want to take a moment to provide you with information on the Cecil Education Support Professionals Association (CESPA). CESPA is an affiliate of the Maryland State Education Association (MSEA) and the National Education Association (NEA). We are the professional organization that exists to ensure you have safe, productive, and memorable experiences during your professional career with Cecil County Public Schools. Whether it's providing information about professional development, helping bring resolution to a workplace concern, or just having someone to speak with to share successes, you can count on us to always be there for you. In addition, we offer members many benefits and services designed to save money, provide job security as well as peace of mind.

When you join, you'll receive:

- **FREE Legal Protection** — A \$1 million liability insurance policy protects you from false allegations in the workplace. Our attorney will assist you with job-related legal matters and there is NO COST to you for this protection!
- **FREE Life Insurance** — Up to \$50,000 guaranteed COMPLIMENTARY life insurance.
- **FREE Professional Development** — Opportunity to attend workshops and conferences to enhance your skills and learn new ones.

- **Merchant Discounts** — Partnerships with merchants to save money on everyday purchases (e.g., Target, Whirlpool Appliances etc.).
- **Professional Support and Advocacy on the Job** — A dedicated Cecil County representative to negotiate your salaries, benefits, and working conditions as well as protect your pension (retirement security).

CESPA has been working very hard to improve the salaries and working conditions for our members. We're very proud to have successfully negotiated cost of living and salary step increases every year during difficult economic times (2009 to present).

Please help make our voice stronger by becoming a member of CESPA. To join, just complete the enclosed application and return it via the school's "Pony" or interoffice mail system. Please place the application in an envelope marked "Confidential" and address it to Tom Guns, Rising Sun Middle School or you can call our UniServ, Denise Beattie, at 410.656.0200 to arrange for her to pick it up from your workplace.

Sincerely,

Tom

Tom Guns

CESPA President

MIP Paraprofessional; Rising Sun Middle School

Email: taguns@mseanea.org



2023/2024

MARYLAND STATE EDUCATION ASSOCIATION

Educators working together for students, schools, communities

Educators are committed to the success of every student. To reach that goal, they need reasonable class sizes and workloads, high quality resources and professional development, a modern and safe working environment, fair and sensible evaluation and testing policies, and protected and improved salaries and benefits. Your union—your local, state, and national education associations—are democratic organizations of school employees that fight to achieve these common goals so you and your students can be successful.

Common education interests, common education goals

These groups of educators—75,000 members in Maryland and 3 million across the country—lead on issues that affect public education, our professions, and our students. We believe that no matter where a child lives in Maryland, the promise of a quality public school education is theirs. We use our strong, united voice to fight for equitable funding and the resources students need for success, for class sizes that make meaningful one-on-one interaction possible, and for professional pay, a healthy and safe work environment, autonomy, and respect for all educators. We advocate for high quality professional development that is rich, deep, and targeted to the changing needs of educators, the complexity of their work, and the diversity of their students. And we're committed to supporting educators at every stage in their career—from their very first years through a secure retirement.

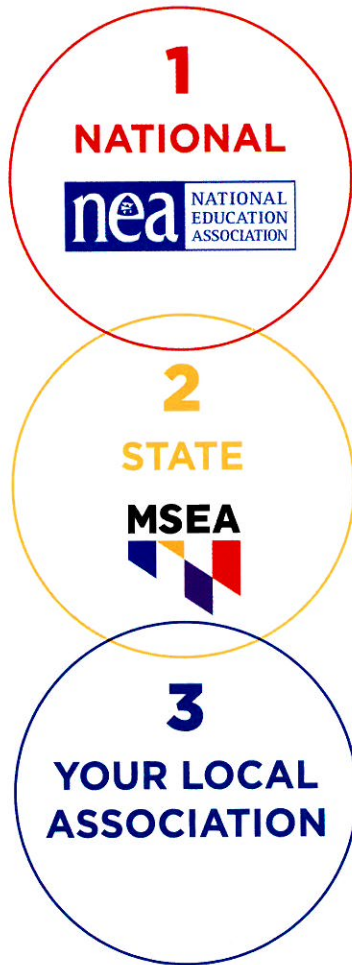
Educators need a strong voice in education policies

What happens in the classroom is directly related to the public policies set by federal, state, and local leaders. Yet more and more, politicians and non-educators are attempting to make decisions that impact our curriculum, autonomy, and ability to do our jobs well.

History has proven that organized voices—louder and more powerful voices—are the ones lawmakers respond to. In the face of efforts by some extreme politicians to silence and undermine educators and the work we do for our students, MSEA and your local association make sure your voice is heard and respected in your county, Annapolis, and Washington, D.C. MSEA and our members will always stand up to efforts to ban books, prevent the teaching of an honest, accurate, and educator-led curriculum, and demonize educators.

MSEA also fights for school funding that benefits every student and community. That's why we worked for five years to make the Blueprint for Maryland's Future a reality through massive rallies in Annapolis, community forums across the state, and tireless advocacy and lobbying. The Blueprint expands opportunities at every grade level with new resources, programs, and increased staffing. It supports long-underserved Black, Brown, and rural communities, invests in special education services, improves educator salaries, creates and expands career and technical education programs, and funds early childhood education. This multi-billion dollar investment in our schools gives opportunity, hope, and promise to all Maryland students, no matter what they look like, where they come from, or who their family is.

Three Levels of Professional Representation



MSEA's 75,000—and NEA's 3 million—members carry powerful influence and buying power that supports exclusive member benefits. Leadership training and professional development, professional advocacy and organizing on education policy, legal protection and representation, and collective bargaining protect and enhance your career. Discounts at local businesses and national chains, exclusive access to top-rated financial programs, discounted home and car insurance, and members-only savings programs for college, retirement, and more provide opportunities and financial flexibility for your family.

LOCAL, MSEA, NEA MEMBER	POTENTIAL MEMBER
You vote to support or reject your employment contract. You can be a part of your local member-led negotiating team.	You have no vote on the issues that affect your salaries and wages, working conditions, or profession
Legal assistance by attorneys who specialize in education issues on non-contractual issues such as appeals of suspension or discharge	No legal assistance
\$1,000,000 professional liability protection from NEA	No liability coverage
Professional assistance and representation on non-contractual work-related issues	No assistance or representation
Access to exclusive discounts on car purchases, home financing, and more	Not available
First-year members receive NEA's Complimentary \$15,000 Life Insurance free	No complimentary coverage
Access to MSEA and NEA leadership training and professional development on distance learning, restorative practices, closing opportunity gaps, SLOs, classroom management, your contract, lobbying your county council and state legislators, and more	No access
You're one of more than 75,000 educators in the state working together on common policy goals to improve public education and the education professions	You're alone
You're able to join the leadership team at MSEA as a school representative, delegate to the local, state, or national representative assembly, or local or state governance	You are unable to take part in the decision-making where educator-driven policies are debated and set

To learn more about how you can support your job and fellow school employees, ask the union representative in your school or workplace and visit us at marylandeducators.org.



140 Main Street | Annapolis, Maryland 21401
800 448 6782 | marylandeducators.org

MSEA is the 75,000-member Maryland affiliate of the National Education Association, which represents 3 million education employees across the country. MSEA is the state's largest professional employee organization. Members include elementary and secondary teachers, education support professionals, certificated specialists, school administrators, retired educators, higher education faculty, and students preparing to become members. MSEA supports 39 local affiliated associations throughout Maryland.

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[@MSEAeducators](https://twitter.com/MSEAeducators)



Get More Out of Membership

ACCESS YOUR BENEFITS
KNOW YOUR BENEFITS
USE YOUR BENEFITS



Register on
[neamb.com/
account/registration](https://neamb.com/account/registration)



Update
your NEA®
Complimentary
Life Insurance

Name a beneficiary³
neamb.com/products/nea-complimentary-life-insurance



Apply for the NEA®
Customized Cash
Rewards Card²

Learn more
neamb.com/products/nea-cash-rewards

FINANCIAL WELLNESS

Helping You Achieve Your Financial Goals

Carefully selected financial benefits designed to help members reduce debt, plan for big expenses, and get more cash back.

CREDIT CARDS

- NEA® Customized Cash Rewards Credit Card²
- NEA RateSmart® Card²

STUDENT LOAN DEBT

NEA Student Debt Navigator powered by Savi saves participating members an average of \$2,000 annually

PAYING FOR COLLEGE

Undergraduate, graduate, and parent loans *in partnership with College Ave*

LOANS

Consolidate debt with low, competitive rates¹

INSURANCE PROTECTION

Protect the Life You've Built

From complimentary coverage, to policies that offer member-exclusive, historically low group rates - your membership truly allows you to protect the life you've built for less.

LIFE INSURANCE

- Update your NEA® Complimentary coverage by naming a beneficiary
- Choose from a range of quality life insurance plans, all at member-only group rates³

AUTO & HOME INSURANCE

- Plans designed for educators

DISABILITY INCOME INSURANCE

- Up to two-thirds of your income
- Short- and long-term disability plans⁹

RETIREE INSURANCE

- Supplement to Medicare program^{6,7}
- Dental and Vision⁵
- Hospital, Disability, and Long-Term Care^{4,9}

EVERYDAY SAVINGS

Discounts That Make Your Money Go Further

Life expenses can add up - let our discount programs save you more on the things you want and need!

DISCOUNT PROGRAMS

- **NEA Discount Marketplace** - Get discounts with 3,500+ brands and retailers
- **NEA Discount Ticket Program** - Get up to 40% off ticket prices
- Get a free, up to 12-month subscription to Sanvello, a self care app
- AT&T and Costco
- **NEA® Auto Buying Program** - Buy and sell your next car with confidence and ease
- **NEA Magazine Service** - Save up to 85% on more than 800 magazine titles

RETIREMENT PLANNING

A Retirement Program Designed for All Educators

Whatever your investment style, the NEA Retirement Program can support you.

SELF-GUIDED PLANNING

- An intuitive, digital platform with educational videos and resources
- Enroll digitally in 20 minutes or less
- 24/7 access to your account (online/app)

PROFESSIONAL PLANNING

Access to personalized planning and support with an NEA Retirement Specialist who walks you through the entire process

TRAVEL DISCOUNTS

More Ways to Make Your Travel Budget Go Further

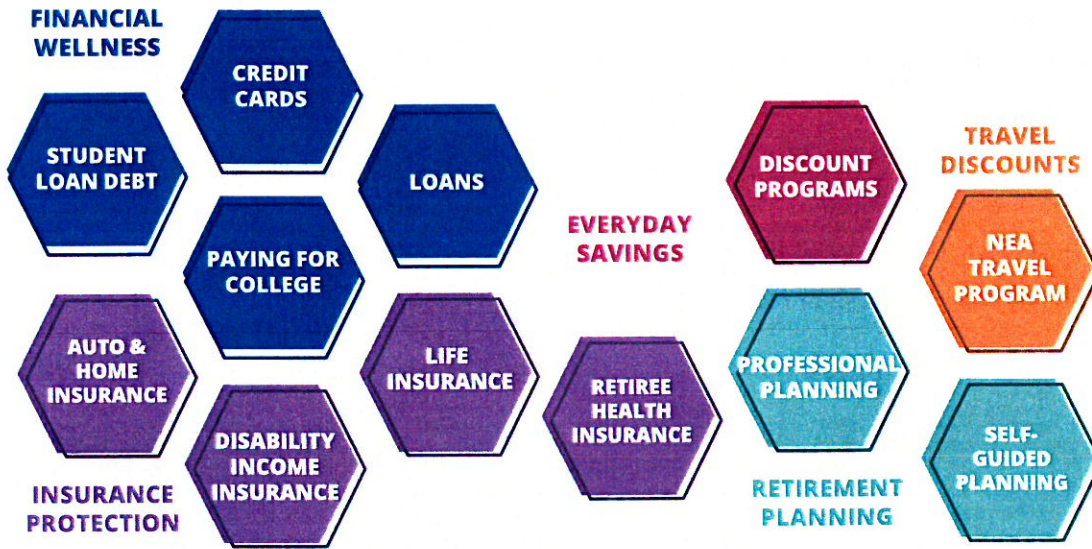
Use the NEA Travel Program to book hotels, car rentals, airfare, resorts, guided tours, and cruises at amazing, low prices.

NEA TRAVEL PROGRAM

Get \$500 Travel Dollars⁸ to use on domestic or international travels!



We've curated a benefit portfolio designed to support members through every stage & phase of life...



...and we're here to help with tools & resources

CALCULATOR TOOLS:

Financial Wellness:

Debt Consolidation Calculator

Insurance Protection:

How Much Life Insurance Do I Need?

Retirement Planning:

NEA Retirement Income Calculator

QUIZZES:

Financial Wellness:

Are You Financially Fit?

Insurance Protection:

What's The Right Coverage for Educators?

Retirement Planning:

Test Your Retirement IQ



Use the search bar on neamb.com to look up the tools and resources noted above.

For more resources, tips, articles, and tools, visit:
www.neamb.com/start

Estos materiales también están disponibles en español. También puede hablar con un representante de servicios para miembros que hable español. Nuestros representantes están capacitados para responder en su idioma cualquier duda que tenga sobre los programas y servicios disponibles como miembro de la NEA.

No dues dollars are used to market NEA Member Benefits programs. Some programs are not available in all states. NEA, NEA Member Benefits, and the NEA Member Benefits logo are registered service marks of NEA Member Benefits.

¹Applications and other important information may be available in English only. ²For information about the rates, fees, other costs, and benefits associated with the use of these credit cards, please visit us online at <https://www.neamb.com/finance/credit-cards>. These credit card programs are issued and administered by Bank of America, N.A. ³NEA Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. 1057233-00001-00. ⁴LTCI Partners, LLC, (LTCI Partners) acts as an agent for select insurance companies to provide long-term care insurance under this program. The long-term care insurance policy describes coverages under the policy, exclusions and limitations, what you must do to keep your policy in force, and what would cause your policy to be discontinued. ⁵NEA Dental and Vision Insurance Program is underwritten by Renaissance Life & Health Insurance Company of America, Indianapolis, IN, and in New York by Renaissance Life & Health Insurance Company of New York, Binghamton, NY. Both companies may be reached at PO Box 1596, Indianapolis, IN 46206. Dental and vision products may not be available in all states or jurisdictions. ⁶Provided by the NEA Members Insurance Trust. ⁷Your rate depends on your particular circumstances; not all members will save. ⁸Travel Dollars not applicable to airfare. You will receive \$100 Travel Dollars once you complete the flight. ⁹Insurance underwritten by American Fidelity Assurance Company.

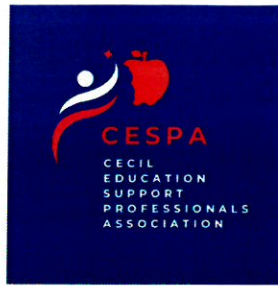
Lower your student debt with the NEA Student Debt Navigator
neamb.com/products/nea-student-debt-navigator

Enroll in NEA Travel to claim your \$500 Travel Dollars⁸
neamb.com/products/nea-travel-dollars

Never miss a discount, sign-up for the NEA Member Shopper's Guide
neamb.com/landing-pages/sign-up-for-the-nea-member-shoppers-guide

Check out our newly enhanced Retirement Program
We have a retirement path for every educator
neamb.com/products/nea-retirement-program

Stay connected, follow us on:
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Twitter:
[@NEABenefits](https://twitter.com/NEABenefits)



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Doris Cloud, Lead Secretary, Elk Neck ES

Lee Anna Fullis, School Nurse, Leeds ES

Joshua Gortman, Student Support Technician, Perryville MS

Lori Griest, Paraprofessional, Rising Sun MS

Troy Howell, Technology Technician, ASC, Multi-Sites

Ginny Quinn, Secretary, Central Office

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