

# Want a Stronger Voice in Your School District?

## Form a School Leaders Union in Your Community.

Public schools confront enormous challenges that make it difficult to provide quality education. They are under attack by misguided, failed schemes—such as vouchers, school choice, privatization and high-stakes testing, to name a few—and constantly face inadequate budgets.

In many communities, school leaders are charged with raising academic achievement without being offered a voice on how to accomplish that goal. Too often, their expertise is ignored. But, if insufficient progress is made, the same school leaders are blamed.

More and more education professionals are realizing they need the vision, voice, services, expertise and protections that the **American Federation of School Administrators (AFSA)** provides.

AFSA is a strong, powerful and experienced advocate for public schools and the principals, assistant principals, administrators and supervisors who lead them.

[www.TheSchoolLeader.org](http://www.TheSchoolLeader.org)



  
**American Federation of  
School Administrators**  
AFSA, AFL-CIO



# AFSA brings together more than 20,000 school leaders whose united voice provides more power in our workplaces.

As a union affiliated with the AFL-CIO, AFSA members recognize the importance of collective bargaining—their strength in standing together—and their right to organize to achieve change for themselves and their schools.

Unionization for principals, assistant principals, supervisors and administrators makes a difference in the lives of students and the people AFSA represents.

At first blush, some school leaders may think they don't need a union. "It was OK being in a union when I was a teacher, but now I am in charge," some say. But the truth is that school administrators need a union now more than ever. Most school administrators realize that unions and a binding contract are a source of security for them in a job that is extremely vulnerable and subject to the fickle whims of political pressures in a community.

For more than 30 years, AFSA has fought for quality public school education for students of all backgrounds. AFSA assists affiliated groups and individual members with vital services, including:

- professional development;
- collective bargaining that achieves better pay, benefits and working conditions;
- contract enforcement;
- legal counsel;
- legislative lobbying at the local, state and federal levels; and
- political action and organizing.

Through our collective strength and unity, our members engage in a rewarding and distinguished profession while they enjoy the respect, rewards and quality of life our professionalism deserves. Standing together, we are building better futures for our students, ourselves and our families.



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**Beyond collective bargaining and providing a voice in your school community, AFSA members receive a wide variety of other benefits, including money-saving discounts.**

## Direct Benefits for AFSA Members

AFSA members are automatically eligible for these no-cost benefits. For more information, members may call **1-800-354-AFSA**, email [afsa@AFSAadmin.org](mailto:afsa@AFSAadmin.org) or visit the AFSA website at [www.TheSchoolLeader.org](http://www.TheSchoolLeader.org).

### AFSA Educators Professional Liability\*

AFSA provides protection for working members in good standing in case of an unfavorable judgment in a lawsuit naming members as parties or defendants. The plan provides up to \$1 million of protection against civil actions arising out of: bodily injury to a student; accidental death of a student; assault or battery accusations; corporal punishment; personal injury for libel, slander or defamation of character; violation of the right to privacy or detention; damage or destruction to the property of others; plus \$1 million of protection against employment liability acts or omissions; and up to \$15,000 of defense costs for employment liability acts or omissions, sexual misconduct and corporal punishment; subject to the terms of the policy.

### AFSA Legal Action Trust\*\*

AFSA provides up to \$25,000 of coverage for defense costs associated with denial of constitutional rights, "failure to educate" and criminal charges arising from school activities, when regular members in good standing are named as parties or defendants, provided that there is complete exoneration of the criminal charges. The plan also provides up to \$25,000 to cover defense costs for criminal proceedings when named as parties or defendants resulting from corporal punishment regardless of outcome, and up to \$5,000 of punitive damages.

### AFSA Accidental Death\*

\$10,000 of accidental death coverage is provided by AFSA for members regardless of other insurance coverage. In order for benefits to be paid, AFSA membership must be in good standing and the member must have previously filed a signed beneficiary form with AFSA. The death certificate must state accidental death in order to qualify.

### AFSA Total Disability\*\*

In the event of a total disability of a regular member in good standing, AFSA provides up to \$1,500 per month in disability benefits, up to a maximum lifetime benefit of \$15,000. Benefits begin the fifth month after the onset of the disability and continue as long as the member remains totally disabled, turns 65 or reaches the maximum lifetime benefit, whichever comes first. This benefit is offset by the monthly amounts available to the member from any other sources.

### The Diann Woodard AFSA Scholarship

The Diann Woodard AFSA Scholarship Program is open to children of AFSA members in good standing. Refer to the AFSA website to download the scholarship application package with full information on the current year's scholarship program and eligibility.

### AFSA Travel Desk

Explore the world—vacation on land or by sea with the assistance of a special travel agent just for school leaders.

## Optional Group Insurance Benefits for AFSA Members

AFSA members are automatically eligible to participate in these discounted group insurance benefits. For more information, call **1-800-503-9230** or visit the Mercer website at [www.personal-plans.com/afsad/](http://www.personal-plans.com/afsad/).

### Accidental Death and Dismemberment<sup>1,2</sup>

### Long-Term Care<sup>1,2</sup>

### Dental Insurance with Benefit Builder<sup>1,2</sup>

## Direct Benefits for AFSA Local Unions

### AFSA Union Liability

AFSA provides each local affiliate in good standing up to \$2 million coverage for wrongful acts, wrongful employment practices and wrongful offenses related to the union business of the local affiliate, plus, up to \$250,000 of individual labor leader coverage for up to four designated leaders per affiliate.

+ Retiree Members Not Eligible \* Associate Members Not Eligible <sup>1</sup> Not Available in Puerto Rico <sup>2</sup> Not Available in U.S. Virgin Islands



## Union Plus Benefits for AFSA Members

AFSA members and their families are automatically eligible for discounted services and free benefits from the AFL-CIO's Union Plus program. For more information, visit the Union Plus website at [www.unionplus.org](http://www.unionplus.org).

### Money and Credit

Credit Card<sup>1,2</sup>  
Money Transfer<sup>1,2</sup>  
Personal Loan<sup>1,2</sup>

### Insurance Deals

Auto Insurance<sup>1,2</sup>  
Life Insurance<sup>1,2</sup>  
Accident Insurance<sup>1,2</sup>  
Home Owners and Renters Insurance<sup>1,2</sup>  
Retiree Health Insurance<sup>1,2</sup>  
Pet Health Insurance<sup>1,2</sup>

### Education Services

Union Plus Scholarships

### Travel and Recreation

Theme Park Discounts<sup>1,2</sup>  
Theater and Concert Discounts<sup>1,2</sup>  
Hotels  
Restaurants<sup>1,2</sup>  
Car Rental Discounts<sup>1,2</sup>  
Budget Truck Rental<sup>1,2</sup>

### House and Home

Mortgage<sup>1,2</sup>  
Moving Discount<sup>1,2</sup>

### Everyday Savings

Consumer Reports Online Discount  
Flower Discount  
Shopping<sup>1,2</sup>

### Computers and Tech

AT&T Wireless Discount

### Auto Advantages

Goodyear Tire and Service Discount<sup>1,2</sup>  
Motor Club<sup>1,2</sup>

### Health and Well-Being

Dental  
Hearing  
Prescriptions  
Vision

### Legal Service

Legal Service<sup>2</sup>

<sup>1</sup> Not Available in Puerto Rico    <sup>2</sup> Not Available in U.S. Virgin Islands

## Liberty Mutual Insurance Benefits for AFSA Members

AFSA members are eligible for a special discounted rate on auto insurance and home insurance. Find out more and get a free rate quote at [www.libertymutual.com/afsa/](http://www.libertymutual.com/afsa/).

Note: Discounts and savings are available where state laws and regulations allow, and may vary by state.

## Hertz Gold Plus Membership for AFSA Members

AFSA members are eligible for a free Hertz Gold Plus membership.

For more information: [www.TheSchoolLeader.org](http://www.TheSchoolLeader.org) • 1-800-354-AFSA • [afsa@AFSAadmin.org](mailto:afsa@AFSAadmin.org)

### TERMS AND CONDITIONS

AFSA member benefits are additional benefits that are provided to you and your local and supplement the benefits your local has achieved through the collective bargaining process. AFSA does not administer or bargain your local's contract benefits such as pensions, health care or dental coverage, welfare funds, etc. All inquiries concerning these benefits should be directed to your local. AFSA member benefits are composed of AFSA Member Direct Benefits (includes the AFSA Legal Action Trust), AFSA Member Group Insurance Benefits and Union Plus. AFSA Member Direct Benefits and the AFSA Legal Action Trust are services of the American Federation of School Administrators and are available to AFSA members in good standing. To be in good standing, a member must hold an AFSA membership for two uninterrupted years or the length of their local's affiliation, whichever is less. Benefits are subject to change without notice.

AFSA optional benefits are provided to AFSA members by third parties and may require additional fees for participation. Eligibility for AFSA optional benefits requires that a member be in good standing in order to participate. AFSA and/or its benefit providers reserve the right to discontinue benefit coverage to members who are not in good standing.

AFSA's inclusion of these optional benefits does not constitute a representation or recommendation that each optional benefit is appropriate for every AFSA member. Before purchasing such benefits, each member should consult with his/her own legal, financial or insurance adviser. When a member purchases an optional benefit, that is a contractual agreement between the member and the third-party provider; AFSA is not a party and will not be liable for any errors or omissions of the provider.

### THE AFSA LEGAL ACTION TRUST

1. Enrollment for AFSA Legal Action Trust, Educators Professional Liability and Accidental Death and Total Disability benefits is automatic for all AFSA members in good standing.

2. AFSA Legal Action Trust's Total Disability plan has a maximum lifetime benefit of \$15,000 per member and begins the fifth month after the onset of the disability. Benefits continue as long as the member remains totally disabled, turns 65 or reaches the maximum benefit payable, whichever comes first. This benefit is offset by the monthly amounts payable from any/all other sources.

3. AFSA Legal Action Trust's legal benefit covers defense costs associated with the denial of constitutional rights, "failure to educate" and criminal charges arising from school activities, provided there is complete exoneration of the criminal charges. However, if the criminal proceedings result from corporal punishment, the reimbursement of defense costs up to \$25,000 will be made regardless of outcome. AFSA must be notified prior to a member incurring legal costs for this benefit.

4. AFSA Legal Action Trust's Accidental Death benefits will be paid provided that AFSA has a signed beneficiary form on file and claimants provide a death certificate stating the cause of death to be accidental death.

5. Regardless of the number of claims made or charges brought, the trust's liability for defense costs shall not exceed \$25,000 to any one member per claim and/or per year.

6. AFSA Legal Action Trust's aggregate annual maximum is \$75,000 for total member benefits paid.

7. Retired members receive all the benefits of regular members with the exception of Educators Professional Liability, Legal Action Trust and any other plan that has age restrictions that the member does not qualify for due to age.

8. Associate members receive these benefits of regular membership: Educators Professional Liability, Optional Group Insurance Plans and Union Plus benefits. Associate members do not receive AFSA Legal Action Trust, AFSA Accidental Death or AFSA Total Disability. Direct legal aid is provided to associate members for contract- or employment-related issues, but is limited to phone and/or written consultation.

Please note: Benefits are subject to change without notice.