

WEA 2026-2027 Membership Guide for Membership Recruiters

Welcome to the WEA!

We're excited to welcome both new and returning members. We're here to support you as you get started with your WEA journey.

This short guide is designed to answer most of the questions you may have about membership and help you get the most out of what WEA can offer you once you are a member. So, let's get started.

Wyoming Education Association (WEA)

members work in Wyoming schools, colleges and the university to help improve public education and the lives of Wyoming's students.

We provide professional services to benefit students, schools, and the public in virtually every position needed to run Wyoming's schools.

WEA members are dedicated to children and public education. Since 1892, the WEA has been working to make schools better and improve public education. Our association is dedicated to working in partnership with parents, community leaders, and elected officials to help Wyoming's students and improve public education.

Your membership makes a difference for students in your classroom and for your colleagues across the state.



Membership Specialist Information

Stefani Bengston
membership@wyoea.org

307.634.7991 ext. 102
800.442.2395 ext. 102
307.630.0787 cell

WEA Vice President Dirk Andrews
Membership Chair
dandrews@wyoea.org
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wyoea.org

*All Forms and this Membership
Guide can be found on our
website*

Updated: August 13, 2026

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A SPECIAL REQUEST: The Wyoming Education Association is committed to keeping our members' information up to date. This ensures that whether we need to call, email, or mail something, you'll receive it promptly and stay informed about the work we're doing on your behalf.

So, please email me at membership@wyoea.org with any updates on members who have dropped, are deceased, no longer teaching, moved, retired, or resigned **THROUGHOUT THE YEAR**. This will help us keep our membership records accurate and up to date for each membership year.

Locals by Region

PLEASE DO NOT USE ABBREVIATIONS WHEN REFERRING TO YOUR LOCAL, for example CCEA could be Campbell County EA, Crook County EA

CENTRAL REGION-Judy

Casper College EA
Douglas EA
Glenrock EA
Natrona County EA - includes ESP
Natrona County Misc. EA – Admins.
Niobrara County EA

NORTHEAST REGION-Judy Trohkimoinen

Campbell County EA
Crook County EA
Gillette Community College District EA
Johnson County EA
Newcastle EA
Northern WY Community College District EA
Sheridan Central EA
Sheridan Central ESP – Para's
Sheridan East EA
Sheridan West EA
Upton EA

NORTHWEST REGION-Jeny Gardner

Arapahoe EA
Central Wyoming College EA
Cody EA
D-4 EA
Dubois EA
Ethete EA
Ft. Washakie EA
Greybull EA
Hot Springs County EA
Lander EA
Lovell EA
Meeteetse EA
Northwest College EA
Powell EA

Riverton EA
Shoshoni EA
Ten Sleep EA
Teton County EA
West Big Horn County EA
Wind River EA
Worland EA

SOUTHEAST REGION-Greg Herold

Albany County EA
Cheyenne Misc. EA – Admins.
Cheyenne Teachers EA
East Laramie County EA
Eastern Wyoming College EA
Goshen EA
Guernsey-Sunrise EA
Laramie County Community College EA (LCCC)
Platte County EA
Specialist In Education Association (SIEA) – Para's
WEA Local #1 EA - Transportation

SOUTHWEST REGION-Lisa Herold

Big Piney EA
Carbon One Educator's Association
Carbon One ESP – para's
Carbon County #2 EA
Evanston EA
Green River EA
Kemmerer EA
Lyman EA
Mountain View EA
Pinedale EA
Star Valley/Cokeville EA
Sweetwater Administrators EA
Sweetwater Classified EA - Transportation
Sweetwater EA
EA @ Western Wyoming College

2026-2027 Membership Checklist

Please read and/or check the box so that you are familiar with how to sign a new member up

- ☐ **JOIN NOW ONLINE** – Join Now (for first-time members or returning members) is the Association's online membership application where members tell us where they work, provide payment information, submit their application, and become dues-paying members in real time. Join now can be found on our website (wyoea.org).

The Date of Birth (DOB) field has caused issues in the past. NEA has worked to improve the process so that members signing up on a mobile phone can access the DOB field more efficiently. Members can either scroll down to select the date or manually type in the information.

Date of Birth

Year

Month

Day

Select an Option ▼

Select an Option ▼

Select an Option ▼

In the event your mobile phone does not display the information above, the method below provides an alternative way to access the date of birth (DOB).

ANDROID PHONE – DOB click on the year at the top and scroll to DOB

IPHONE – DOB click on the drop-down arrow beside the year then scroll to DOB

- ☐ **AUTOPAY** – Continuous members need to change their method of payment from Payroll Deduction to Electronic Funds Transfer (EFT) or Credit/Debit Card, they can use The AutoPay Portal QR Code or the Link



<https://bit.ly/weaautopay>

- To access the site, you will need: Your NEA Member ID (can be found on your NEA Today Magazine label, or by calling WEA)
- You will also need: Your ZIP Code that is on file with the WEA office

Yearly Continuous Rosters can be found in your AR Envelope which is typically given to your Local President at the beginning of each membership year.

Continuous Membership Rosters

□ 1. Details for Continuous Membership Rosters

- Rosters are printed alphabetically by school building and members' last name.
- Have each member check all preprinted information, correct any errors, and add any missing information (especially home emails and home cell phone numbers). Please draw a **single line** through the incorrect information and please **print** when making updated changes.
- When a member moves from one building to another, the Association Representative(s) should draw a line through the school and write the new school building name next to the old school building. **THEN** the attached **"WEA MEMBERS WHO HAVE TRANSFERRED"** form that is found on the back of each roster should be given to the member to fill out and sign. Please include this form with the roster and make sure that the district payroll office (if applicable) has a copy of the transfer form for their records. The transfer form only applies to members who are continuing from the previous year – **NOT** new members, and **NOT** members who have switched Locals. New members must go to Join Now and sign up.

Payment Questions on Continuous Membership Rosters

1. **Check Payments** – Continuous members paying by check will need to pay the full amount. Their dues amounts are listed on the rosters being circulated by ARs for members to review, update, and initial. Checks should be mailed to:
Wyoming Education Association
Attn: Membership Specialist
115 East 22nd Street
Cheyenne, WY 82001
2. **Credit/Debit Card Payments** – Continuous members using a credit/debit card will have their full dues charged on **September 20th of each membership year**. They should call 800.432.2395 ext. 102 to confirm that their card information is current and has not expired or if they have a new card and number.
3. **Monthly Bank Draft (EFT)** – Continuous members paying monthly through EFT will have dues withdrawn from their bank account, set up in the same way as district payroll deductions.
4. **AUTOPAY** – If you are switching from Payroll Deduction to Credit/Debit Card or EFT please notify your district payroll office, your local president, and the WEA Membership Specialist. This ensures that duplicate payments are not withdrawn.

All continuous membership rosters will need to be returned to the WEA office by September 30th.

☐ 2. **Cancellation of Membership**

To cancel your membership, you must submit written notice either by letter or **preferably by email to membership@wyoea.org**. This notice must be submitted to all three of the following:

1. Your District Payroll Office (if applicable)
2. Your Local Association President
3. The WEA Office (Attn: Membership Specialist)

Important: Membership runs from September 1 through August 31 of each membership year. All cancellation notices must be received no later than **September 20th** of each membership year.

Cancellation Reasons (please use one of the below):

Cost of Membership Too High	Deceased	Disagree- Politics/Philosophy/Policy
Dissatisfied With Service	Financial	Joined Competing Organization
Leave of Absence	Member Requested Cancellation	Moved Away, Moved to Another State
No Longer in Bargaining Unit	No Longer Teaching	Reduction in Force (RIF)
Retired	Terminated	Voluntarily Resigned

☐ 3. **Aspiring Educator Members (Students)**

The local is **“Student WEA” (SWEA)**, and the building is the campus location. Indicate **“Student Teacher”** in area marked “subject” if applicable, otherwise leave blank.

☐ 4. **Military Reservist**

Please inform WEA if reservist members are deployed. Their NEA and WEA dues will be waived until they return or until they notify us that they wish to cancel their membership. The benefits of membership will remain in effect until then. There is no need to cancel their membership.

☐ 5. **How to Process and Send**

1. Please process continuous membership rosters as soon as possible. Once you have a completed roster, mail them into the WEA as you receive them.
2. The original roster(s) and any other membership materials (such as checks, drop letters, transfer to new building forms) need to be sent or emailed weekly.

3. Remember to make copies for:

- Your District Payroll Office (if applicable) and
- Your Local President before mailing back. Remember all continuous membership rosters and other **membership materials need to be returned to the WEA Office by September 30th.**

Mail them to:

Wyoming Education Association
Attn: Membership Specialist
115 East 22nd Street
Cheyenne, WY 82001

OR

Email them to: membership@wyoea.org



**Do Not Hold All Rosters Until They Are Completed,
Mail or Email Them in As You Receive Them.**

Create a checklist to track which buildings you have, and which ones are still missing and
always remember to make copies for your records.

What Building Rosters Do I Have?

What Building Rosters Am I Missing?

□ 6.

Membership Categories – (See Bylaws of the Wyoming Education Association, Article IV: MEMBERSHIP for in-depth definitions for the below categories)

- ✓ **PROFESSIONAL:** K-12 certificated personnel and school administrators who work for a public education institution; and professional college personnel.
- ✓ **EDUCATION SUPPORT PROFESSIONALS (ESP):** Custodial buildings and grounds, transportation, paraprofessional, clerical, food service and other support professionals employed by a public education institution (non-certificated positions).
- ✓ **RETIRED:** Any retired employee of a school district, college, university, or other institution devoted primarily to educational work.
- ✓ **PRE-RETIRED:** Pre-retired membership is available to any current active members who wish to prepay WEA/NEA/LEA Retired dues.
- ✓ **ASPIRING EDUCATOR (student):** Any aspiring educator enrolled at the University of Wyoming or Wyoming Community Colleges, including student teachers.

✓ **SUBSTITUTE:**

Active Professional Substitutes and Active Education Support Professional Substitutes (**AC-1-1 & AC-2-1**) are **COVERED** by our WEA legal services program and the NEA liability insurance coverage.

Substitute (**SB-0-0**) are **NOT** covered by our WEA legal services program nor the NEA liability insurance coverage.

Active Professional Substitutes, Active Education Support Professional (ESP), and Substitutes have access to a UniServ Director. See page 14 for legal language.

- ✗ **Active Professional Substitute** (AC-1-1) employed on a day-to-day basis and **included** in a **Local** (bargaining unit) with full-time education employees (eligible to run for NEA RA Delegate).
- ✗ **Active Education Support Professional Substitute** (AC-2-1) employed on a day-to-day basis and **included** in a **Local** (bargaining unit) with full-time education employees (eligible to run for NEA RA Delegate).
- ✗ **Substitute** (SB-0-0) employees who work on a day-to-day basis but are **NOT** part of a **Local** (bargaining unit) because their district does not allow them to be included with full-time education employees—are **NOT** eligible to run for NEA RA Delegate.

If a member is **NOT** included in a **Local** (bargaining unit) as a Substitute and wishes to belong to one, they may join the **WEA/NEA-Only Local** and choose to register either as a Substitute or as an Active Education Support Professional Substitute member. If they choose Active Education Support Professional Substitute, that would make them eligible to run for NEA RA Delegate. They would also be **COVERED** by our WEA legal services program and the NEA liability insurance coverage.

- ✓ **RESERVE:** Members who are on sabbatical, medical or other leave of absence for at least six (6) months. (These members should be encouraged to change their membership status to RESERVE, rather than cancel. Cancelling voids their NEA Complimentary Life Insurance and any NEA/WEA benefits, such as auto/life insurance and loans).

Reserve members may not vote, hold elected or appointed positions in the Association.

- ✓ **HONORARY MEMBERSHIP:** Any member, local education association, or the WEA Board may propose to the WEA Board a nominee for honorary membership. The nominee shall become an honorary member provided the nomination is approved by three-fourths (3/4) of the WEA Board and by majority vote of the Delegate Assembly. The period for which an honorary membership is granted shall be determined at the time that such honorary membership is granted.
- ✓ **COMMUNITY ALLY:** Membership shall be open to any person interested in advancing the cause of public education, who supports the mission, vision, and core values of the WEA and who is not eligible for any other WEA membership category. (Contact our WEA Business Manager Tiffany Mores if interested tmores@wyoea.org. Community Ally members may not vote, hold elected or appointed positions, nor receive legal services in the Association. **Dues should be submitted to the WEA Business Office—not the Membership office—using the Cheddar Up link my.cheddarup.com/c/become-a-community-ally-for-wea or our QR code**

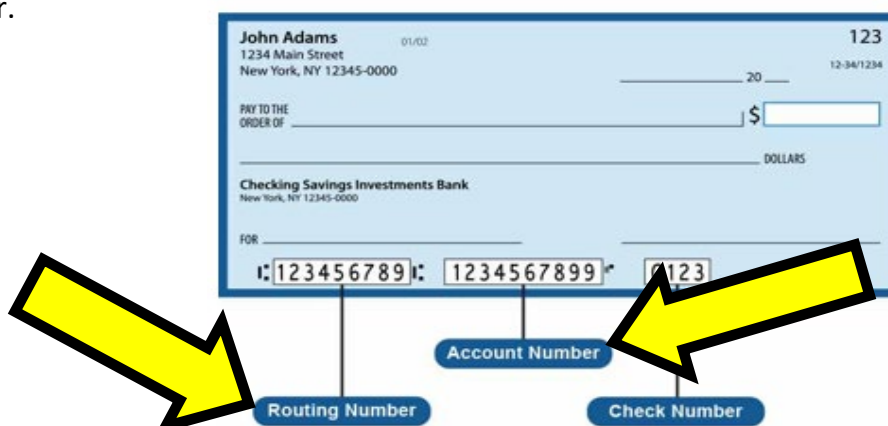


□ 7. All About Dues Payment Options - AutoPay

Option 1: Electronic Fund Transfer (EFT) Monthly Payment(s)

- New members using EFT must fill out the Join Now form online. Obligations have been set up to coincide with your payroll deposits as closely as possible.
- **Routing/Accounting Number** will be needed when filling out your membership online.

Sample below of a check so that you know which is your routing number and account number.



Important Information:

WEA EFT Question: I have a member who currently pays her dues by EFT. And she would like to pay her pre-retired dues (for three months) using a different bank account through EFT. However, the system will not allow me to enter a second bank account for the pre-retired dues. Is there a workaround?

NEA's Answer: There is no work around, we are limited to one bank account on file for any single member. The member can transfer funds from one account to another or write a paper check from one account and send it to you, but we can't toggle deduct these funds from this account and those funds from that account.

REJECTED EFT PAYMENTS – When the new membership year begins and a member's EFT payment is rejected because of a closed account, insufficient funds, incorrect routing or account numbers, or similar issues, the WEA will attempt to contact the member by email or phone. If there is no response, the WEA will adjust the payment schedule to ensure that all remaining dues are paid in full by the end of the current membership year.

For each EFT payment that is rejected because of insufficient funds, WEA will adjust the remaining payment amounts for the rest of the year based on that local's payment schedule. Each adjustment will increase the payment amount, so please mark your calendar with the monthly withdrawal dates to ensure funds are available.

EFT - paying members are responsible for checking their accounts each month to ensure their dues payments have not been rejected. If a payment is rejected and you prefer not to have your remaining dues adjusted (which would increase your monthly payment amount), you may make a one-time credit card payment to cover that rejected payment.

If a member has three (3) consecutive rejected payments and WEA is unable to reach them after multiple contact attempts, their membership will be dropped, and an electronic notification will be sent via email.

When you go to Join Now or AutoPay Portal, you'll see Four (4) options to pick from
Below are the options to choose from, along with examples and explanations for each one:

 **Bank Account (Number of payments and amount)** If the member selects this payment option, payments will be based on their Local's payment schedule and distributed throughout the year.

 **Bank Account (One, Annual Payment)** This refers to the Single Payment option, where the member will pay the full amount on the next scheduled deduction date as configured in the system.

 **Pay Now (Bank Draft one-time Payment)** If the member chooses this payment option, they will pay the full amount of their dues immediately upon signing up and submitting their application.

 **Pay Now (Credit/Debit Card one-time Payment)** If the member chooses this payment option, they will pay the full amount of their dues immediately upon signing up and submitting their application.

If you pay with a **Credit/Debit** card, your **full annual** dues will automatically be charged to your card on September 20th of each new membership year.

Option 2: Credit/Debit Card (one-time payment)

Members who wish to make a one-time credit/debit card payment must provide the following information:

- Authorization to charge the Credit/Debit Card
- Credit/Debit card type
- Credit/Debit card number
- Expiration date
- 3- or 4-digit security code (CSC/CVC) located on the back of the card (if asked)

This one-time payment is called a recurring Credit/Debit card (RCC) charge in our system.

Important Information: Dues for RCC Paying Members are **charged on September 20th** of each new membership year. If your credit/debit card has expired, been replaced, or you've had any changes to your payment information, please contact the Membership Specialist to update your card. This will ensure your membership and legal coverage remain active.

Clarification About LEA Dues and How to Process:

Until all locals have fully switched their payment methods, please continue collecting LEA dues as you have in the past:

- If members paid by check or cash to the local president, continue using that method.
- If the payroll office issued a check to the local president for deposit into the local's bank account, continue that process.
- If WEA collects your local dues, those funds will continue to be disbursed monthly and deposited into the local's bank account.

Key Information:

- If a member joins or switches online and pays with a **credit/debit card (one-time payment)**, the WEA business office will disburse the **full amount of local dues** into the local's bank account at the end of that month it was received.
- If a member joins online and pays by **EFT (monthly payments)**, the WEA business office will disburse the **portion of local dues paid for that month** and deposit it into the local's bank account.

□ 8. **Drop Procedure for Unpaid Membership Dues**

EFT Paying Members – Members who have a rejected EFT payment will be notified by phone or email. After **three rejected payments**, WEA will automatically cancel their membership.

Recurring Credit/Debit Card (RCC) Paying Members –

If a member's RCC payment is rejected, WEA will contact the member by phone or email regarding the rejected RCC. The member may choose to continue using their credit/debit card or switch to monthly EFT payments. If there is no response, the member's membership will be dropped.

Ways to rejoin if your membership has been dropped

1. To rejoin for the current membership year after being dropped, a member can contact the WEA Membership Specialist to update their dues, payment schedule, and payment method.
2. Or visit our website at wyoea.org and join online using the "Join Now" option.

Ways to update your unpaid membership dues

1. If a member's EFT payment is rejected, they may make another EFT payment or a one-time payment using a credit/debit card to bring their account current.
2. The member may choose to have their remaining annual dues adjusted, with the missed payment amount spread across the rest of the year. This will result in higher monthly payments.

□ 9. **Prorated Dues** – A Prorated Dues Chart can be found on our website (wyoea.org).

NEA Bylaws allow for proration of national dues for any person who:

1. Joins as an Active member starting **November 15th** of the membership year.
2. Becomes eligible for Active membership after the commencement of the membership year.
3. Returns to professional educational employment or to an education support position from a limited leave of absence after the commencement of the membership year shall be enrolled in full standing for the remainder of the membership year by paying the amount of annual dues which is commensurate with the remaining portion of the membership year.

WEA Bylaws allow for proration of state dues for any person joining as an active member starting November 15th (**unless they need legal representation**).

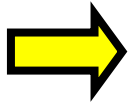
LEA dues are **never** prorated

**Contact the Membership Specialist or a UniServ Director
if you have questions about Prorated Dues amounts.
If you join online (after November 15th),
the prorated dues will already be set up for you.**

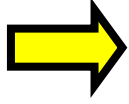
**Active Professional Substitute, Active Professional ESP Substitute,
and Active Contingent (Adjunct) Faculty dues are NEVER prorated.**

□ 10.

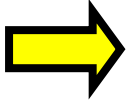
Definition of Full-, Half-, and Quarter-Time For All Membership Categories and Members Responsibility



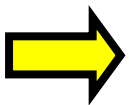
NEA Full-time employees are active members regularly employed 51% or more of the normal schedule for full-time employees.



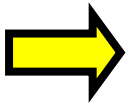
NEA Half-time employees are active members regularly employed between 26% and 50% of the normal schedule for full-time employees, and who are not employed as substitutes.



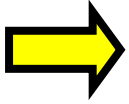
NEA Quarter-time employees are active members regularly employed by 25% or less of the normal schedule for full-time employees, and who are not employed as substitutes.



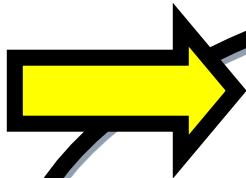
WEA Full-time employees are active members regularly employed 51% or more of the normal schedule for full-time employees.



WEA Half-time employees are active members regularly employed between 26% and 50% of the normal schedule for full-time employees, and who are not employed as substitutes.



WEA Quarter-time employees are active members regularly employed 25% or less of the normal schedule for full-time employees, and who are not employed as substitutes.



Member Responsibility: To receive full member benefits, including legal assistance, members must be enrolled in the correct dues category and pay the appropriate dues amount. If a certificated member changes their employment status (e.g., from full-time to part-time, reserve, or substitute) or if an **ESP member's salary range changes**, it is the member's responsibility to update their dues category accordingly. Members must also ensure **these changes are reflected on the roster**, so the WEA Membership Office, Local President, and District Payroll Office (if applicable) are properly informed.

□ 11. **Definition of NEA Complimentary Life**

NEA Complimentary Life Insurance, provided by the NEA Members Insurance Trust, is intended to supplement any other insurance plans a member may have. NEA Complimentary Life Insurance is life and AD&D insurance guaranteed to active, staff, reserve, and *life members at no cost to you. Student members are not covered. Coverage is automatic; however, members are **encouraged to register a beneficiary** with NEA Member Benefits and should update their beneficiary as needed.

Ways to Contact NEA Member Benefits:

1. neamb.com
2. 800.637.4636 or
3. <https://www.neamb.com/products/nea-complimentary-life-insurance>

You will receive four levels of coverage –

- \$1,000 of life insurance
- Up to \$5,000 of Accidental Death and Dismemberment (AD&D) coverage; \$1,000 per year benefit up to maximum
- \$50,000 AD&D benefit for any covered accident that occurs on the job or while serving as an Association leader
- \$150,000 Life insurance benefit for unlawful homicide while on the job

*Retired Life members would not have access to complimentary Life unless they were actively working, such as in a substitute role. Complimentary life insurance would kick in during that timeframe, or if they were participating in Association events such as the Delegate Assembly.

□ 12. **Definition of NEA Introductory Term Life Insurance (For New Members Only)**

Eligible new members can qualify for the introductory life insurance plan for 12 months at no cost. New members are given a free \$15,000 term life policies. After the 12-month period ends, members can continue their coverage at member-only rates.

□ 13. **Legal Language for the Join Now Online**

I understand that to receive legal services or UniServ Director support, I must be an Active Member (starting on September 1 and/or up until August 31 of the current membership year) and have been a member for **30 days** before I am eligible for attorney legal services or UniServ Director Support.

Legal Emergency Information

If called to a meeting where an adverse employment issue may arise:

Contact a local leader/UniServ director in **advance**, if possible. Otherwise, WEA Attorney Pat Hacker suggests the following statement be made:

"If this discussion could lead to my being disciplined or terminated, or other adverse action, I respectfully request that my Association representative be present at the meeting. I do not wish to answer questions without a representative present."

If your request is refused: listen, respond with a limited or general comment, and say that you want to cooperate, but won't be able to proceed until you have consulted a representative.

If it involves potential criminal charges ...

And if you're asked to provide information regarding alleged employee-related criminal misconduct, WEA legal counsel Pat Hacker has advised members not to answer, but to listen to the request and respond:

I am a WEA member and have been advised not to answer questions until I have had the opportunity to consult with legal counsel. I will respond once I have consulted counsel. I cannot answer your questions at this time."

- ☐ **14. WEA PACE** - Join your fellow education personnel and become part of the political process.

The Wyoming Education Association Political Action Committee for Education (WEA PACE) is the legal political arm of the WEA. It seeks to ensure that the issues relating to public, elementary, secondary, and higher education, as well as the general welfare of children, are addressed by legislators and other

elected officials. WEA PACE funds can only be used to assist endorsed candidates' campaigns for state offices, the legislature and local school boards, and the members of WEA PACE determine who is endorsed. **Funds from WEA dues are not used to make contributions to candidates or political parties.**

Contributing to WEA PACE is strictly voluntary. **Now, more than ever, your contributions are needed.** As you are aware, this is a critical time for Wyoming public education.

A \$20 contribution is all it takes to become a WEA PACE Member and supporter. A \$50 contribution earns you **WEA PACESETTER** status, and a \$100 contribution puts you at the top as a **WEA Super PACESETTER**.

As a new member, if you would like to contribute to WEA PACE or NEA Fund for Children and Public Education, simply fill out that portion of the membership online or for continuous members visit wyoea.org to retrieve and complete the donation form.

All PACE forms can be found on our WEA website.

□ 15.

Message from your WEA President on WEA PACE Contributions to Association Representatives and Membership Recruiters

The Wyoming Education Association Political Action Committee for Education (WEA PACE) has been established to collect voluntary contributions to support Wyoming's pro-public education candidates. It is critical that each member is contacted and invited to contribute to WEA PACE.

Contributing to WEA PACE is strictly voluntary. However, we encourage each one of our members to contribute to WEA PACE, as it ensures that the issues relating to public, elementary, secondary, and higher education, as well as the general welfare of children, are addressed by legislators and other elected officials.

If you would like to become a new WEA PACE contributor, simply fill out that portion of the membership online, or go to our website and get the form.

For current members who have contributed in the past, simply check the WEA PACE line item found on your roster to ensure that the information is correct or that you would like to change the amount that you would like to contribute to WEA PACE.

WEA members can also contribute to the Bovee's Educators as Politicians Fund (BEAP). The BEAP funds will be used exclusively to encourage and assist WEA members and staff of the WEA to run for public office. This fund is separate from WEA PACE.

Your efforts to promote WEA PACE are greatly appreciated. Thanks!

□ 16.

Member Benefits

NEA & WEA support our members with things like:

NEA Offers

1. Auto & Home Insurance

- NEA Auto & Home Insurance Program
- NEA Renters Insurance
- NEA Condominium Insurance

2. Hardship Assistance

- Job Layoff Assistance
- Disaster Relief Assistance

3. Health & Wellness

- NEA Mental Health Program
- NEA Dental & Vision Insurance Program

Wyoming's Member Benefits Contact:
David Glenn – dglenn@neamb.com
314.518.8962

To Get Started Go To:
www.neamb.com/start

Hospital, Disability & Long-Term Care

- NEA In Hospital Health Program
- NEA Income Protection Plan
- NEA Long-Term Care Program

Medicare Supplement Insurance

- NEA Retiree Health Program

Pet Health

- NEA Pet Insurance Program

4. Life & Accident Insurance

No Cost Life Insurance Options

- NEA Complimentary Life Insurance
- NEA Introductory Life Insurance

Life Insurance Plans

- NEA Group Term Life Insurance Plan
- NEA Level Premium Group Term Life Insurance Plan
- NEA Guaranteed Issue Life Insurance Plan

Accident Insurance Plans

- NEA Accidental Death & Dismemberment Insurance Plan
- NEA Accidental Death & Dismemberment Advantage Plus
- NEA Accidental Death & Dismemberment Advantage Insurance
- NEA Accident & Injury Insurance Plan

5. No-Cost Benefits

- Complimentary Life Insurance
- Student Debt Navigator Tool
- Mental Health Program
- Travel Rewards

6. Retirement

Retirement Planning

- Self-Guided Planning
- Planning with a Financial Professional

Retirement Accounts

- 403(b) Plans
- Traditional & Roth IRAs

7. Shop & Dine Program – New – implemented on March 9, 2026.

The shop and Dine Program brings together **three ways for members to save and earn rewards:**

1. **Shopping** – shop rewards -instant cash back on everyday purchases. Members can earn instant cash back when shopping with hundreds of popular brands.

Why members love it:

- **Instant cash back** – Earn up to 10% or more at **300+ national brands**.
- **Real savings** -Cash back that can be applied to future purchases (not points).
- **No hoops** – No coupons, exclusions, or complicated conditions, just shop, earn, and save.

How It works:

- **Log** into your NEA member account, select the “Shop & Dine Program”, select “Shopping Rewards” and click on “Register Now”.
- **Use the app** to pay in-store or online at participating brands.
- **Earn** instant cash back and apply it toward future purchases.

2. Dining – turn member savings into dinner out. With the NEA dining benefit, members can access **discounted Restaurant.com dining certificates** to enjoy savings at restaurants nationwide.

Why members love it:

- **Save on real meals** – Instant savings at participating restaurants.
- **Plenty of choice** – Local favorites, neighborhood gems, and casual go-to spots.

How it works:

- **Log** into your NEA member account, select the “Shop & Dine Program”, select “Restaurant Savings”.
- **Pick** a restaurant, follow the offer details, dine & save.

3. Gift Cards -Your Savings Dollars. Your Brands. Your Way. Members can turn the **Saving Dollars** they earn through the NEA Shop and Dine Program into gift cards for brands they use every day.

Why members love it:

- **Cover essentials** – Groceries, gas, and household needs.
- **Treat yourself** – Retail and entertainment purchases.
- **Easy gifting** – Quickly redeem Savings Dollars for gift cards.

How it works:

- **Log** into your NEA member account, select the “Shop & Dine Program”, select “Gift Cards”.
- **Choose** a gift card category (grocery, retail, entertainment, etc.).
- **Redeem** Savings Dollars and use your card like cash, online or in-store.

About Member Rewards

What we previously called “**Travel Dollars**” will now be known as “**Savings Dollars**.” This change reflects how rewards can now be used, not just for travel, but also for everyday redemptions like gift cards. Members’ **existing balances and value remain unchanged**.

WEA Offers – see our website at wyoea.org

The Wyoming Education Association offers members crucial support through [legal protection](#), professional development (training in leadership, classroom management, equity), **advocacy** for better pay and conditions, and access to exclusive **NEA member benefits**, like insurance discounts and life insurance, while also building a **strong, unified voice** to improve public education and educator rights in Wyoming.

Key Benefits & Services:

- **Bargaining Power:** A unified voice for better contracts, pay, benefits, and working conditions.
- **Career Resources:** Support for new teachers, mentoring, and opportunities to run for office.
- **Community & Networking:** Connecting with other educators for shared learning and advocacy.
- **Legal & Advocacy Support:** Access to trained advocates and, when appropriate, legal representation for workplace issues.
- **Professional Development:** Research and training in classroom management, equity, leadership, and creating safe, just schools, often with PTSB credit.
- **Political Influence:** Advocacy for pro-public education policies and support for education-friendly candidates through the WEA PACE fund.
- **WEA Auto & Home Insurance:** Discounts on home/rental and auto insurances, through California Casualty

Auto Insurance Benefits Include:

Broad Policy Protection
\$0 Deductible
\$500 Personal Property Coverage
Summer or Holiday Skip Payment Option
Towing and Roadside Assistance
Pet Injury Protection

Homeowners/Renters Benefits Include:

Fundraising Money Coverage
\$3,000 Personal Property Coverage
Educators Excess Liability Coverage
Building Code Upgrades
Coverage for Loss of Use

California Casualty Jolie Spence, Representative

jspence@calcas.com

720.273.9614

Insurance Quotes – **866.680.5143**

Service & Claims – **800.800.9410**

In essence, the WEA offers a comprehensive set of rights, resources, and representation to support educators across Wyoming.

2026-2027 Certified Employees

This includes all Professional College Personnel

Category Name	Category Code	NEA Dues	WEA Dues	LEA Dues
Active Professional Full-Time – 100%	AC-1-100	\$234.00	\$604.00	Varies by Local
Active Professional Half-Time - 26% - 50%	AC-1-50	\$133.50	\$302.00	Varies by Local
Active Professional Quarter-Time - 25% or less	AC-1-25	\$83.50	\$151.00	Varies by Local
Active Contingent (Adjunct) Faculty, who are employed 50% or less Adjuncts must pay either in full by credit or debit card, or through a monthly bank draft (EFT) set up in the same manner as the college payroll deductions.	AC-1-135	NEA Dues Based on HT or QT dues above	\$65.00	Varies by Local
*Active Professional Substitute	AC-1-1	\$83.50	\$151.00	Varies by Local
**Substitute	SB-0-0	\$15.00	\$151.00	Varies by Local
Reserve - former Active Professional	RS-1-0	\$100.50	\$302.00	
Reserve - former Active Education Support Professional – ESP	RS-2-0	\$57.00	\$151.00	
Retired Life Active Professional - Initial Year	RT-7-7	\$300.00	\$50.00	\$50.00
Retired Life Education Support Professional ESP - Initial Year	RT-6-6	\$180.00	\$50.00	\$50.00
Aspiring Educator (student)	ST-0-0	\$15.00	\$8.50	\$6.50
Community Ally – dues go through WEA business office not membership	CA-0-0	0	\$25.00	0

Active Contingent (Adjunct) Faculty dues are not prorated.

Local Dues Obligations –

Local Dues vary by local. If the local dues amount on your continuous roster is incorrect, contact the WEA Membership Specialist immediately with the correct amount.

Race/Ethnicity Types

American Indian/Alaska Native
Asian
Black
Hispanic
Middle Eastern or North African (MENA)
Multiracial
Native Hawaiian/Pacific Islander
Other Race or Ethnicity
White (not Hispanic origin)

Community Ally definition can be found on page 9 of this guide.

Active Professional Substitutes (AC-1-1) are **COVERED** by our WEA legal services program and the NEA liability insurance coverage.

Substitute (SB-0-0) are **NOT** covered by our WEA legal services program nor the NEA liability insurance coverage.

Both Active Professional Substitutes and Substitutes have access to a UniServ Director. See page 14 for legal language.

***Active Professional Substitute** (AC-1-1) employed on a day-to-day basis and **included** in a **Local** (bargaining unit) with full-time education employees (eligible to run for NEA RA Delegate).

**** Substitute** (SB-0-0) employees who work on a day-to-day basis but are **NOT** part of a **Local** (bargaining unit) because their district does **NOT** allow them to be included with full-time education employees—are **NOT** eligible to run for NEA RA Delegate.

If a member is **NOT** included in a **Local** (bargaining unit) as a Substitute and wishes to belong to one, they may join the **WEA/NEA-Only Local** and choose to register either as a Substitute or as an Active Professional Substitute member. If they choose Active Professional Substitute, that would make them eligible to run for NEA RA Delegate. They would also be **COVERED** by our WEA legal services program and the NEA liability insurance coverage.

Active Professional Substitute, Substitute, and Active Contingent (Adjunct) Faculty Dues are NOT prorated!

2026-2027 Education Support Professional (ESP) Employees

This includes all Non-Certificated Positions
(clerical, custodians/maintenance, food service, paraeducators, transportation, etc.)

ESP NEA Category Name	ESP NEA Category Code	ESP NEA Dues
Active Education Support Professional - Full-Time 100%	AC-2-100	\$143.50
Active Education Support Professional – Half-Time 26% - 50%	AC-2-50	\$ 87.00
Active Education Support Professional – Quarter-Time 25% or less	AC-2-25	\$ 58.75
*Active Education Support Professional Substitute	AC-2-1	\$ 58.75
**Substitute	SB-0-0	\$ 15.00
ESP WEA Category Name/Salary	ESP WEA Category Code	ESP WEA Dues
Active Education Support Professional – Full-Time - \$53,301 & above	AC-2-201	\$604.00
Active Education Support Professional – Half-Time - \$53,301 & above	AC-2-202	\$604.00
Active Education Support Professional – Full-Time - \$39,976 to \$53,300	AC-2-203	\$453.00
Active Education Support Professional – Half-Time - \$39,976 to \$53,300	AC-2-204	\$453.00
Active Education Support Professional – Full-Time - \$26,651 to \$39,975	AC-2-205	\$302.00
Active Education Support Professional – Half-Time - \$26,651 to \$39,975	AC-2-206	\$302.00
Active Education Support Professional – Full-Time - \$26,650 & below	AC-2-207	\$151.00
Active Education Support Professional – Half-Time - \$26,650 & below	AC-2-208	\$151.00
Substitute	SB-0-0	\$151.00

Local Dues Obligations –

Local Dues vary by local. If the local dues amount on your continuous roster is incorrect, contact the WEA Membership Specialist immediately with the correct amount.

Race/Ethnicity Types

American Indian/Alaska Native
Asian
Black
Hispanic
Middle Eastern or North African (MENA)
Multiracial
Native Hawaiian/Pacific Islander
Other Race or Ethnicity
White (not Hispanic origin)

Active Education Support Professional Substitutes (AC-2-1) are **COVERED** by our WEA legal services program and the NEA liability insurance coverage.

Substitute (SB-0-0) are **NOT** covered by our WEA legal services program nor the NEA liability insurance coverage.

Both Active Education Support Professional Substitutes and Substitutes have access to a UniServ Director. See page 14 for legal language

***Active Education Support Professional Substitute** (AC-2-1) employed on a day-to-day basis and **included** in a **Local** (bargaining unit) with full-time education employees (eligible to run for NEA RA Delegate).

**** Substitute** (SB-0-0) employees who work on a day-to-day basis but are **NOT** part of a **Local** (bargaining unit) because their district does not allow them to be included with full-time education employees—are **NOT** eligible to run for NEA RA Delegate.

If a member is **NOT** included in a **Local** (bargaining unit) as a Substitute and wishes to belong to one, they may join the **WEA/NEA-Only Local** and choose to register either as a Substitute or as an Active Education Support Professional Substitute member. If they choose Active Education Support Professional Substitute, that would make them eligible to run for NEA RA Delegate. They would also be **COVERED** by our WEA legal services program and the NEA liability insurance coverage.

Active Education Support Professional Substitute, Substitute, and Active Contingent (Adjunct) Faculty dues are NOT prorated!

□ 17. **WEA Office Directory**

307.634.7991 Office Phone + extension | 800.442.2395 Toll Free + extension

115 East 22nd Street, Cheyenne, WY 82001

Ext.	Name	Office Title	Email	Work Cell
119	Kimberly Amen	WEA President	kamen@wyoea.org	307.214.8465
102	Stefani Bengston	Membership Specialist	sbengston@wyoea.org	307.630.0787
101	Cherie Cox	Business Office Assistant	ccox@wyoea.org	307.630.9987
105	Grady Hutcherson	Executive Director	ghutcherson@wyoea.org	307.532.1731
103	Bobbie Ladwig	Executive Administrative Assistant	bladwig@wyoea.org	307.292.0983
107	Tiffany Mores	Business Manager	tmores@wyoea.org	307.630.1524
106	Tate Mullen	Government Relations Director	tmullen@wyoea.org	307.286.3096
114	Troy Rumpf	Communications Director	troyrumpf@wyoea.org	307.630.8105

**When vacant positions are filled, this page of the membership guide
will be updated on our website.**

Central/Northeast UniServ Director

Judy Trohkimoinen, jtrohkimoinen@wyoea.org

307.256.4858 Cell

307-634.7991 ext. 109 | 800.442.2395 ext. 109

800 Werner Court #320, Casper, WY 82601

Grants and Advocacy UniServ Director

Jenny Young, jyoung@wyoea.org

307.631.2567 Cell

307.634.7991 ext. 110 | 800.442.2395 ext. 110

782 Victory Lane, Lander, WY 82520

Northwest UniServ Director

Jeny Gardner, jgardner@wyoea.org

307.274.2104 Cell

307.634.7991 ext. 108 | 800.442.2395 ext. 108

PO Box 1267, Powell, WY 82435

NEA Member Benefits

David Glenn, dglenn@neamb.com

314.518.8962

www.neamb.com/start

Southeast UniServ Director

Greg Herold, gherold@wyoea.org

307.921.8284 Cell

307-634.7991 ext. 112

800.442.2395 ext. 112

115 East 22nd Street, Cheyenne, WY 82001

California Casualty

Jolie Spence, jspence@calcas.com

720.273.9614

Southwest UniServ Director

Lisa Herold, lherold@wyoea.org

307.275.0523 Cell

307.634.7991 ext. 113

800.442.2395 ext. 113

603 S. 6th Street, Laramie, WY 82070

Executive Committee

Name/Email	Title	Work Cell
Kimberly Amen kamen@wyoea.org	WEA President	307.214.8465
Dirk Andrews dandrews@wyoea.org	WEA Vice President	307.630.2127
Mariah Learned mlearned@wyoea.org	NEA Director	307.630.6309
John Fabela jfabela@wyoea.org	WEA Treasurer	307.630.8473

NOTES:

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