

The Montage

PEA's Newsletter



Did You Know That all of the Below was Bargained for Teachers by PEA?

Terry Rice, President

1. The PEA is the exclusive representative of all the certificated personnel in Perry Township.
2. The PEA has exclusive rights to distribute messages to members via school mailboxes and via computer.
3. Your contract is for 183 days.
4. The regular school day is 7 hours and 45 minutes.
5. Teachers have prep time and an uninterrupted duty free lunch of 30 minutes.
6. Teachers may leave 15 minutes after buses on Fridays and Holidays.
7. Teachers are granted 5 personal days per year and any used days roll over into your sick day accumulation.
8. Teachers are granted 10 sick leave days per year that are rolled over from your unused sick day accumulation.
9. Teachers have a sick bank available. This is for coverage of salary loss due to illness when teacher exhausts his/her sick days per year: primarily for prolonged illnesses.
10. Days used from the sick bank are to be repaid at a rate of 2 per year.
11. Teachers have available workman's compensation benefits while injured on the job.
12. Teachers are granted 5 consecutive work days for bereavement leave.
13. Teachers have a maternity leave benefit of 6 weeks, whereby they may use available sick leave to cover the time period.
14. Teachers are granted pregnancy leave and may use any/all of their sick leave to cover missing salary while leave days last. This is to be used for those pregnancies that involve medical emergencies.
15. Teachers also have a maternity benefit of 10 days, paid, that are not taken from your accumulated sick leave.
17. Teachers have a paternity leave benefit. This benefit is also for 10 days.
18. Teachers have adoption leave, which allows teachers to use 6 weeks of sick leave accumulation.
19. Teachers have an adoption benefit of 10 consecutive days that are not charged to their accumulated leave.
20. Teachers may use a visitation day to visit other schools or teachers in order to enhance teaching methods. This is 1 day per year.
21. Teachers have available leave for advanced study, meaning beyond the Master's degree for one year. This leave includes one half of teacher's salary plus health benefits to be paid on return of teacher to MSD Perry with a commitment to remain for one year.
22. The Board pays the teacher's portion (3%) of his/her salary to the ISTRF. In my own case, that represents over \$2200 per year.
23. Teacher members are represented by PEA at all disciplinary hearings as a component of the teacher's due process.
24. Teachers have a grievance procedure to secure equitable solutions related to the provisions of his/her employment.
25. Teachers have salary increments at this time based on experience.
26. Teachers have salary increments at this time based on education.
27. Teachers have "deferred compensation accounts". These accounts vary according to the teacher's status in the corporation. They include 401a, 403b, 457, and VEBA accounts. The 401a accounts are vested at 4.6% and 5.6% depending on years of experience.
28. Teachers are provided health insurance through the HSBT for \$1, dental insurance for \$1, vision insurance for \$1 and long term disability for \$1 each year.
29. Teachers are provided long term care insurance at no cost.
30. Teachers are provided with \$50,000 or \$100,000 term life insurance for one dollar
31. Teachers are provided a variety of flexible benefit programs under section 125 of the IRS Code.
32. Teachers have available to them voluntary transfer language.
33. And, other benefits through the NEA and through the ISTA.



PEA Leadership

Terry Rice, President

Mark Duncan, 1st V.P.

Neil Linville, 2nd V.P.

Steve Dawson, Treasurer

Lori Ham, Secretary

Kyle Hanefeld, Montage Editor

Neil Linville, Discussion Chair

Julie Sessions, Membership Chair

Sally Evans, Negotiations Chair

Special points of interest:

- **Primary Healthcare Center**
6925 S. Harding Street
497-6140
- **24/7 NurseLine** (888-279-5449)
- **Anthem Member Services**
(800-345-2460)
Perry Education Association
P.O. Box 47432
Indianapolis, IN 46247-0432
<http://www.perryea.org>
789-4834, PEA Office

"Pride in the Profession!"





To the Non-Member

Neil Linville, 2nd Vice President

NOTE TO READER: Although non-members are addressed heavily in this article, this article should be read by our members so they may better participate in conversations with non-members about PEA. Your dues go a long way, and PEA is devoted to supporting our students by supporting our teachers.

The school year is hitting its stride, and as association leaders, the PEA officers and building reps are all approached with numerous questions about numerous topics. “How do I find my salary for this year?” “Can I use FMLA days for this?” “Are any of the extra-curricular stipends going to be reinstated?” You name it, we’re asked it. I must point out that many non-members send us these queries. Non-members are also very vocal about issuing complaints to PEA about any given topic (salary, stipends, work hours, contract, etc.). Honestly, their voices usually aren’t heard.

It’s troubling, however, that many of these questions and complaints do originate from non-members. Far be it from me to be so callous that I won’t help my fellow teachers, but legislative changes have made membership to our association so much more important; teachers are portrayed as villains and as the reason schools are failing. As a result, PEA reps and leaders have been instructed to answer questions/concerns of non-members with, “Please check the contract at www.perryea.org.”

In the past, non-members had limited perks. For example, they were permitted to bring PEA leaders with them to disciplinary or assessment meetings. By law, we had to attend these meetings and help ensure the rights of those teachers were not violated. The difference, however, between going into such a meeting with a member versus a non-member was that PEA **attended the meeting only** for the non-member. We did not counsel the teacher prior to or after such a meeting. The non-member was left to her/hers own

devices to figure out the next step. The days of “free perks” are over, according to state law.

Non-members are really on their own now and will not be represented by the association in discipline or assessment meetings. Non-members truly only have themselves as a representative. Sadly, the legislators who enacted these “school reform” laws have left non-members out to dry, thereby creating an antagonistic relationship between PEA and non-members. Our members need not worry, however, as they are fully represented to ensure their rights are not violated at any time.

Members, in fact, have the benefit of many privileges. They are eligible for direct legal counsel from ISTA lawyers in a crisis. They receive individual assistance and can tap into the expertise of PEA leaders to help with contract questions. I personally have spent hours and days on issues pertaining to one single teacher. Members have a voice in PEA elections and bargaining. **Non-members have no collective voice whatsoever.**

I realize this article may take on the tone of PEA vs. non-members. This is unintentional. In fact, this article will hopefully explain why being a member is so important. It is the choice of the teacher whether or not he becomes a member. I feel obligated to make sure he understands what he gets from membership and what he gets from going it alone.

Why be a member? The bottom line is that **PEA represents students through representing teachers!** We want students to have the best opportunities to learn, which is why we help our teachers any way we can. The student’s progress is the endgame for PEA. Anyone who thinks otherwise suffers from severe ignorance and is blinded by such ignorance. Look for next month’s article to better explain how PEA helps our students and their learning.



The Dawson Monologue

Steve Dawson, Treasurer

403(b)

You may change 403(b) contribution amounts quarterly (effective January, April, July, and October). Contact Jan Strietelmeier in payroll prior to the date to change your salary reduction agreement. For 2011, contribution limits are \$16,500 (additional \$5,500 age 50+). Perry Township does not contribute to your 403(b). To change how investments are allocated, contact the vendor.

401(a)

As bargained by PEA, the Township will increase its 401(a) contribution to 5.6% (4.6% for those with an ongoing VEBA contribution) of base salary. The contribution will be deposited with VALIC, and you determine how it is invested. For more information, contact your VALIC representative.

Dental Providers

You are not required to use a particular network of dentists—you may use any licensed dentist or orthodontist. If your dentist charges more than what is “reasonable and customary,” you will be asked to pay the difference.

How Do We Compare?

PEA has negotiated one of the best, if not the best, health benefit in the state. You receive very good insurance for one-dollar per year. The table below compares the employee cost for the school corporations in the Hoosier School Benefit Trust.

	Employee	Employee/Child	Employee/Spouse	Family
Perry Township	\$1	\$1	\$1	\$1
Decatur Township	\$941	\$1,868	\$1,972	\$2,318
Franklin Township	\$1,008	\$2,002	\$2,113	\$2,484
Beech Grove	\$1,100	\$4,744	\$6,088	\$7,810



Know Your Contract

Mark Duncan, 1st Vice President

Article III of the negotiated agreement contains provisions that govern the teaching day and hours. This article will be severely affected by new legislation as the school day is now a discussible item.

Currently, we are paid for 183 days and are unpaid when school is not in session. The school day is 7 hours and 45 minutes which includes your teaching periods, prep time, and

extend the day but the principal must confer with the building PEA representative if there is a need to extend the day.

Preparation time is outlined in Section 3.C. Elementary teachers receive 30 minutes and secondary teachers 1 period. This time is not to include the 30 min lunch. Guidelines are outlined for teachers who need to leave the building during the day and for Friday and Holiday Arrival/Dismissal.



P.E.A. and Community Public Relations

Kyle Hanefeld, Montage Editor

After a necessary passing of the May referendum, our thoughts started stirring with regard to how PEA could respond within our community for their support of our teachers and students. There were many groups that led separate movements for the Vote Yes For Perry Schools campaign. PEA was definitely one of these movements. It is my belief that alongside our excellence in teaching in our classrooms, PEA should find effective ways to display or further inform the public by displaying our support in the community.

Unions have had a negative connotation for a long time dating back to the teamsters as well as the air traffic controller strike in the 1980's. Earlier than that, trying to form unionized labor force was restricted. I see this happening in our Indiana Statehouse. Moreover, I see educational reform, but on the side of hampering and hand-tying of our teachers' associations.

A House Bill last year considered not allowing our union dues to fall under a 26 payroll deduction, but rather force all dues to be paid out of one check. What does that have to do with the educating of students in our educational reform system led by the state?

I'm sure you're aware of other bills that were and are also questionable towards unions and collective bargaining. Therefore,

we need to focus on keeping PEA's name associated with what we really do in Perry Township; that is the taking care of our students, teachers and community interests.

In order to better find this positive outreach, it is my goal to slowly start a community public relations program to display our support of Perry Township students, staff, and community.

Our current start can be seen at both Southport High School and Perry High School by implementing an advertisement in both athletic programs and banners on display in both gymnasiums. These were some of the immediate ways to get a foothold on achieving further positive recognition.

Currently, I have some ideas that I would like to implement as this program further develops. One caveat: we will be running on a limited budget, so we're going to have to become creative in order to further this mission. I know we can do it and I do believe that when seen and felt in the community, PEA will be better understood and receive recognition in our community. Our township will be even better informed.

If you have any ideas that you would like to pass along or if you're willing to lend a hand, please feel free to contact me directly. I'm really going to need some assistance in making this happen within buildings as well as with the broader community projects that you feel can and should be supported.

