

The Montage

PEA's Newsletter



TAP

By President Neil Linville

Since becoming a PEA officer five years ago, I've seen many changes to our profession. Among the most influential, and mostly negative, changes I've witnessed: a change in funding public schools and a change in bargaining and other education laws. Of the two, the latter has definitely been a source of acute irritation among Perry teachers—all teachers really—and certainly among those in the PEA leadership team. As you may have guessed, I speak of the recent requirement to adopt a new teacher evaluation method, and as you know, this translated to the adoption of the TAP model.

Without going into a lengthy history lesson of how and why we have TAP in our district, I hope to provide you with some validation and relief by knowing that PEA is taking, and has taken all year, concerns, issues, and frustrations associated with the TAP model to administration. **I'd like to publicly thank the PEA building reps and PEA officers for their hard work and their communication with members and principals.** You must know that in all of the conversations I've had with administration, I sense no malice or negative intentions among our administrators with regard to TAP. However, I do recognize some differing perspectives and perceptions among teachers and administrators. Specifically, PEA is working to bridge any gaps between these **perceptions**.

What do we do in the meantime? PEA will keep you posted with any developments and will continue to take your concerns to administration. Feel free to contact your building rep or any of the officers. Furthermore, I encourage you to set up meetings to talk to your principals, **not the master teachers**, if you have concerns about your evaluations. You also have the right to pen a letter of rebuttal stating your disagreement of an evaluation, to be placed in your personnel file. If writing a letter, be sure to cite specific parts of the rubric and your lesson in the rubric. And finally, if you still have areas of concerns you feel are not being addressed, contact your building rep or one of the PEA officers.

2013 PEA Election Approaching

In March, PEA will conduct its annual election. Any member will have the opportunity to put his/her name on the ballot for the various offices that comprise the PEA leadership team. These offices include all officer and building rep positions, in addition to a variety of ISTA and NEA delegate positions.

If interested in pursuing an office, or if you have questions in general, I encourage you to contact me or any of the PEA officers or current building reps. **Danielle Brooking, PEA 2nd Vice President**, will contact members in the next few weeks to solicit interest from anyone looking to run.



PEA Leadership

Neil Linville, President

Matt Henninger, 1st V.P.

Danielle Brooking, 2nd V.P.

Steve Dawson, Treasurer

Kyle Hanefeld, Secretary

Julie Sessions, Membership Chair

Chris Allen, Web-Master

Special points of interest:

- **Health and Wellness Center**
6925 S. Harding Street
497-6140
- 24/7 Nurse Line (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!"





The Dawson Monologue

Steve Dawson, Treasurer

PEA has long been recognized as one of the strongest local teacher associations in Indiana. That strength comes from our members and from our relationship with school administrators and political leaders.

As you know, HEA1260 caused us to change our bargaining strategy for health insurance. Many of you switched to plan 3. Even though you assume more risk through higher out-of-pocket costs, it is remarkable that you can get good insurance for one dollar per year. The table below compares the plan 3 teacher costs for the school corporations in the Hoosier School Benefit Trust.

| | Employee | Employee/Child | Employee/Spouse | Family |
|-------------------|----------|----------------|-----------------|---------|
| Perry Township | \$1 | \$1 | \$1 | \$1 |
| Beech Grove | \$1,736 | \$3,904 | \$5,224 | \$6,814 |
| Decatur Township | \$887 | \$1,751 | \$1,851 | \$2,179 |
| Franklin Township | \$317 | \$1,876 | \$1,984 | \$2,335 |
| Lebanon | \$1 | \$2,504 | \$2,974 | \$3,314 |

This benefit **was bargained by PEA**—the school corporation did not offer it for the good of the cause. If you know a teacher who is not a member, you should ask why. The salary and benefits that he or she accepts are a direct result of YOUR association membership.



Legislative Updates

Kyle Hanefeld, Secretary

HB 1339 is up for consideration within our Indiana House of Representatives. This bill could affect many, if not all us, deeply when it comes to protecting some of the basic laws that we still have in our profession. One item that is listed in the bill will repeal the law that currently allows your contract to continue until a new contract is ratified. Without this law, you will not be protected from arbitrary termination until a new contract has been ratified. Your PEA leadership team cannot “officially” bargain a new contract until August 1st. Moreover, our first day back for the 2013-’14 school year begins on July 29th. Do you want to begin a year with students without a continued contract?

Since the state has now placed wages and benefits as the only negotiable items, HB1339 could also affect our sick bank. I would argue, as I’m sure you would too, that belonging to a voluntary sick bank is a benefit that has been bargained on your behalf. HB 1339 will allow for a sick bank to continue, but the terms that drive the policy will not be negotiable. Therefore, your collective bargaining power is decreasing another step further.

In addition to HB 1339, the House of Representatives is also considering HB 1358, which would allow a minority of parents to take over a community-based public school and convert it into a charter school that would be funded through corporate funding. Currently, the ability to convert a public school into a charter

school requires a majority of the parents and the school board to both be in agreement. However, this bill would repeal the existing law for converting a public school into a charter school with 51% of parental support.

Mathematically, how can 51% represent a minority and not a majority? The language within HB 1358 would allow parents who have multiple children in a public school to have multiple votes. For example, if a family had three children attending a public school, they would be granted three votes. This method allows the possibility of a minority of the parents to pursue converting the public school into a charter school.

These two bills are just a few that are currently being considered in our Indiana Legislature. Among these two bills are several other bills; I strongly encourage you to read and voice your opinion to your representative and/or senator. You can find a plethora of information at www.in.gov/legislative.

Folks, it is going to take more than Superintendent Glenda Ritz to bring the pendulum of education reform back to sound practices, mandates, and laws. You, all of us, cannot rest on our laurels at this moment in time. Action is now; inaction is never. Remember, when contacting your senator or representative, **please do so with your personal email as well as during your personal time.**