



The Montage

PEA's Newsletter

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Another Year Comes and Goes

Neil Linville, President

While reflecting on the close of the 2013-2014 school year, I've been reminded that I have much for which to be thankful: a few things about which I'm concerned and one alarming item that may not see a conclusion until this summer.

I am thankful for:

- A salary increase of the likes we have not seen in some time. While we will have to wait on DOE to provide us the data needed to award this money, our corporation is fortunate to have the ability to provide this increase.
- The professionalism and camaraderie of fellow teachers and staff members among all buildings in Perry Township. I talk to many folks from other districts, and I can say with confidence that Perry Township has a collection of professionals who are committed to their craft and to the students they teach. Perry teachers are the best at collaborating with other teachers, especially beginning educators, to share their knowledge and strategies.
- Members who call me to task when it's necessary. These people include teachers, master teachers, media specialists, counselors, and more. I have had meetings with members this year who have addressed issues pertaining to PEA's stance on a few topics, and these were conversations I needed to have to ensure PEA continues to represent the wide range of interests present in our large membership.
- Building Reps. These folks put a lot of time and energy into working with our members to assess, address, and meet their needs. I personally appreciate these people and know that without them, our association, and our united voice, would be weakened.
- Fellow officers. Steve, Matt, Danielle, and Kyle also work countless hours assisting building reps, members, and me. Their support and hard work is essential for our members and this school corporation, and their importance can not be overstated.
- The collaboration with individual administrators. Vickie Carpenter, Bob Bohannon, and Mike Bagley continue to work with PEA to ensure the spirit of collaboration continues. PEA leaders have also worked closely with principals in various buildings to resolve issues. I appreciate these individuals a great deal, and they have always made any issues brought to them a priority.
- Retiring teachers. I think I can speak for many when I say that I have been blessed to work with talented, experienced, and genuinely great people during my 13 years of teaching, and I will miss those who have earned their retirement. Thank you for the service you have given to this district's students and for being a role model to so many young teachers.
- A supportive school board. The school board shares our pride in this district, and this shows in the decisions they make for students.
- My daughters' teachers. I am taking a personal moment to thank the many teachers at Abraham Lincoln, Perry Academy, Perry Middle, and Perry High whom my own girls have had throughout their time in Perry Township. You know who you are.

I am concerned with:

- The perception of public education in our state. Until we see some major changes in our state leadership at the Statehouse, we will have to continue to endure the negative legislation that has been passed while hoping to avoid further ruination by upcoming legislative sessions. **YOU HAVE TO VOTE THIS FALL.** Consequently, **YOU** have to get your family and friends to vote also. We are teachers, and we have the charge of educating members of our community to ensure they make educated votes in the upcoming November election, whether we want this responsibility or not.
- The effects of PayChex. Be sure you are checking your current pay stubs and keeping track of the sick days and personal days you are using. The district will be moving away from PayChex this summer.
- Increasing our membership. While we have a strong membership, I would like to see our numbers grow. **Stay tuned for another new-member incentive program coming this fall.**

I am alarmed by an issue on which I can not elaborate at this time. I have eluded to a situation a couple of times this year that may require you, members, to act and to use our united voice. Your PEA leaders and I support you in ways you may not understand or realize; we may need to call upon you to support us, yourselves, in the coming months. I apologize for the encrypted explanation; **when it's time to address membership about this issue, you will understand why it was necessary.**

Finally, on behalf of the PEA leadership team—officers and building reps—I hope you have a restful and rejuvenating summer break. You certainly have earned it, and I look forward to seeing you at SHS the first day back... in late July.

PEA Leadership

Neil Linville (PMHS), President
Matt Henninger (PMHS), 1st V.P.
Danielle Brooking (PMA), 2nd V.P.
Steve Dawson (PMHS), Treasurer
Kyle Hanefeld (GV), Secretary
Matt Henninger, Membership Chair

Perry Education Association

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Special points of interest:

- **HSBT Health and Wellness Center**
6925 S. Harding Street
497-6140
- **24/7 Nurse Line (888-279-5449)**
- **Anthem Member Services (800-345-2460)**



We're still in pretty good shape.

By: Matt Henninger, 1st Vice President

At this point, it's very clear that public education is getting plenty of attention. For some teachers in Perry Township, this isn't a big deal. For others, it's very concerning, as they see public education under attack. No matter the camp that you find yourself in, you have to see that things are changing. In light of this, I'd like to take a look at a few of the practices or proposed practices that exist in nearby anonymous school corporations:

- In one VERY nearby school corporation, it is being discussed how to schedule team/faculty meetings during teacher PREP time.
- Many surrounding corporations have not selected/created an evaluation system that allows teachers to know their effectiveness rating until the end-of-year conference with their respective principals. In addition, teachers are not often given evidence to support their effectiveness ratings.
- One corporation in particular requires multiple announced observations with pre- and post-conferences during each 9-weeks period. (*Emphasis: these announced evaluations require teachers to lose considerable amounts of already-lacking prep time in order to conference. Also, one might argue that any given teacher might experience undue, unwanted, uncontrollable added stresses while awaiting announced evaluations.*)

- Many corporations are discussing or have already implemented a pay-to-participate policy for various extra-curricular activities.

Now, at the risk of redundancy, let's take a look at the perks we still have in Perry Township:

- We are privileged to work with a very large and diverse student population. As a result, we have the opportunity to provide and participate in a wide variety of instructional opportunities and extra-curriculars.
- We have high-quality educators who encourage, support, and partner with us.
- Teachers have access to a LOCAL Health Clinic, which has no out-of-pocket costs.
- Teachers have the opportunity to receive health insurance for \$1 per year. (That's 4 pennies every two weeks. I think I find more than 4 pennies walking through Kroger every two weeks!)
- Teachers also have the opportunity to have a Health Savings Account into which the Township makes a very generous yearly contribution.
- Salaries are still very much on par with surrounding school corporations.
- We were one of the first (and still one of the few) corporations to pass a referendum. Our community supports what we are doing.



The Dawson Monologue

By: Steve Dawson, Treasurer/HSBT Board Member

TRF Update—The End (For Now)

The recent legislative session established policy for the Indiana State Public Retirement System Board of Trustees (INPRS) to follow when annuitizing the savings portion of your retirement:

- Those who retire before October 1, 2014, will receive a 7.5% rate of return
- Those retiring between October 1, 2014 and September 30, 2015 will receive 5.75%
- Those retiring between October 1, 2015 and December 31, 2016 will receive the market rate or 4.5%, whichever is greater
- Those retiring January 1, 2017 or after will receive the market rate

For more information, see <http://www.in.gov/inprs/2817.htm>.

This is a huge improvement over what the INPRS had planned. ISTA should be given credit for these improvements, and I am certain that ISTA will continue to work for a better benefit.

Paychex

As you know, there have been many problems with payroll since the corporation started using Paychex. Beginning July 1, Perry Township will once again process its own payroll. Although there may be some problems during the transition, it should be an improvement.

Additional Compensation for Retirees

For those retiring this year, PEA bargained for any earned additional compensation to be paid in June so that it is included in your five-year average for the Teacher Retirement Fund. As evaluations are not yet completed, we do not know the amount, but it is estimated to be \$2,770. Remember that June 1 is the deadline for notifying the corporation of your intent to retire.

Deadline Approaching

For those of you who started working on a master's degree prior to July 1, 2011, you must complete the degree before September 2, 2014 to receive a raise based on our previous pay scale. **YOU MUST COMPLETE A MASTER'S DEGREE**; you will not receive masters pay for having 36 hours above a bachelors degree.

THOUGHTS FROM MASTER TEACHERS ON STUDENT ACHIEVEMENT

Submitted by: Nancy Tatum (PMA) and Sharon Ancelet (SMS)

As a result of discussions with our members who serve as Master Teachers, and in an effort to ensure all PEA members' voices and perspectives are represented, we asked Master Teachers to reflect on the **GOOD** things that are happening in our district. Here is what they've said:

1. Our teachers are getting better with their instruction (and **reflecting** on how to get it even better). This is impacting kids...not only with their academics, but with their **engagement** in learning.
2. Our role as Master Teachers goes past evaluation! One of our biggest roles as a Master is to "coach" teachers in numerous ways (cluster, conversations, walk-throughs, follow-ups, post-conferences). This **support** is NOT present in most other evaluation tools.
3. One teacher said it best in a data meeting, "It is because of what we have been doing the past few years that has made this data look this good."
4. Teachers are using the "gift" of professional development each week to build upon their great teaching. The strategies and the suggestions through post-conferences are helpful to teachers in our building. Best practices are being utilized in many classrooms with "students being the focus" in the activity, increased engagement and many opportunities for grouping. I absolutely love seeing the reflective nature of teachers in year two. We are all centering students as the main focus, as it should be.
5. We saw a definite change in the strategies our students used on ISTEP both last year and this. I credit some of our large amount of growth last year to students having those strategies to use. Teachers are even telling me that they feel they've become better teachers through this process.

Many principals and master teachers elaborated on the difference that they saw in their students with ISTEP this year because of the strategy work they did.

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