

The Montage

PEA's Newsletter

September 3, 2014

Volume 6, Issue 1



Welcome Back, Educators!

Neil Linville, President

The first month of the 2014-2015 school year has come and gone—ALREADY—and we are moving quickly through a new school year that brings many new challenges along with some we have already begun meeting head-on.

I can't tell you how pleased I am that we have a new contract ratified before September. I am even more pleased that we were able to secure another raise for teachers and that we have been able to remove the hassle of paying teachers in arrears. By the time you read this article, you will have received all of your lump sum money you earned from 2013-2014, your salary increase from 2013-2014, AND your 2014-2015 salary increase. This took hard work, and it could not have been done without the collaborative relationship with administration. AND the collaborative relationship doesn't happen without YOU, our members. You made this new contract and salary increase possible, and it is important that we continue to remain unified and retain our collective voice.

This brings me to the two goals I have for our association this year. The first is to grow. We are certainly on the right track; since July, our membership has grown—57 new members, more so than in years past—and we continue to grow. In fact, I'm receiving about 1 to 2 new member applications each day. While our new-member incentive ends soon, **continue to encourage folks to join PEA so we can ensure we remain a constant in our district and in making sure our students receive the best education possible.**

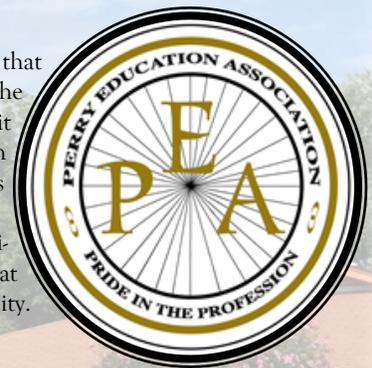
Another goal for this year will be to promote unity among our membership. This will happen a couple of different ways. First, Mike Slack of PMHS has agreed to serve as our PEA event guru. He will be working with PEA leadership to put together one or two events this year to get us together—off campus and for some fun. Stay tuned for info regarding these upcoming events. Second, we will hold at least one all-member meeting each semester to discuss things that have occurred recently and that will be coming up in the near future. My goal is to be transparent and allow you to use your voice; I want to hear from you, especially if you want to be heard. Furthermore, if you haven't noticed, our logo is becoming more and more visible. I am spearheading an initiative to make our presence felt, in a positive way. We are one of very few locals in the state of Indiana with a recognizable logo. Its professional appearance and slogan "Pride in the Profession" epitomize what we stand for, and I want more in our community to see it. I will be working with our leadership team to come up with new ways to do this and to provide all members with the ability to show our unity. Some things we've already done to show our presence is by putting ads in the athletic programs and hanging banners in both high schools, providing PEA shirts for our building reps, having banners made for upcoming events, flags, and even the stickers many of you wore at the first day meeting. Again, the purpose is to strengthen our presence in Perry Township and to provide a professional example to all who reside in our district. We should be proud of what we do for students; I believe our association is a way to show that pride districtwide.

I hope your school year is off to a great start, and please remember that if you need anything, you have your building reps and officers within reach to support you.

Our Logo Has Roots

About 15 years ago, Terry Rice, former PEA president, asked an art teacher at Southport HS to do something that would impact our association for years to come: to create a logo that represents the professionalism and prestige of the members of the Perry Education Association. He insisted only that the logo be professional in appearance and that it contain the colors gold and black. It was then that Melody Torrence, now **Melody Penish**, crafted something of which to be proud. While Mrs. Penish has taught art at SHS, Glens Valley, and, currently, Henry Burkhart, her PEA logo has remained a constant symbol of our association and all we stand for.

As you begin to see the PEA logo more and more, I felt it necessary to put the face and name of the person responsible. We owe her our gratitude for putting together something we can rally around and that informs any who see it that Perry Township teachers, PEA members, are proud, professional, and supportive of our students, schools, and community.



PEA Leadership

Neil Linville (PMHS), President
Matt Henninger (PMHS), 1st V.P./ Membership Chair
Danielle Brooking (PMA), 2nd V.P.
Steve Dawson (PMHS), Treasurer/ HSBT Board
Kyle Hanefeld (GV), Secretary/ Discussion Chair
Mike Slack, PEA Event Manager

Perry Education Association

P.O. Box 47432
Indianapolis, IN 46247-0432
<http://www.perryea.org>
789-4414, PEA Office

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)
- **HSBT Open Enrollment: October, 2014**



A Discussion about Discussion

By: Kyle Hanefeld, PEA Secretary

Since state law has limited our bargaining rights to salaries and wage-related benefits, having meaningful dialog with our administration on a wide range of discussable items is more important now than ever before. One of the better avenues for communicating with our administration is through our monthly discussion meetings.

How do our topics for discussion get onto the discussion agenda? The answer lies within you. You, members, have a voice for making things better as well as advocating any concerns for both our students and teachers. Depending on your building, a lot of members feel comfortable speaking directly with their building administration on matters that can be reasonably worked out. However, your PEA building representative is one whom you should seek for advice. He or she is a second perspective; he or she

can speak on your behalf in order to keep a level of anonymity, if necessary.

When matters persist at the building level or there are general concerns throughout the township, those concerns are passed along to the leadership team. This information comes from your building representative, our monthly PEA Rep. Council meetings, or sometimes the information comes directly from you. We then further discuss the issues and decide which ones are best for the discussion forum as well as what issues need to be addressed by scheduling a meeting with PTEC administration.

Specifically, we will address all TAP issues outside of our discussion meetings. We met three times a year ago as a TAP committee and we were able to get more done in that setting than in the discussion meetings. PEA will communicate with our membership any TAP concerns that have been addressed and the information will be passed along by our PEA President, Neil Linville.



The Dawson Monologue

By: Steve Dawson, Treasurer/HSBT Board Member

What to do with all of this money?

It seems that anytime there is a little extra in my checking account, something happens—a car repair, medical expense or weekend getaway—that eats it up. With the lump sum received this month and the ongoing salary increase, it is a good time to think about what to do with that money.

- If you do not have money set aside for an emergency, you should. Put the money in account that you do not regularly use—not your checking account.
- The lump payment can be used to reduce or eliminate credit card debt.
- Increase your ongoing 403(b) contributions. If you do not have an account established, it is a good time to do so.
- If you contribute the maximum to a 403(b), contribute to a 457(b) plan. Contact VALIC for more information.
- If you have plan 4 health insurance, contribute to your health savings account. The contribution limit (combined employee and employer) is \$3,300 for single plans and \$6,550 for dependent plans. Those over age 55 may contribute an additional \$1,000.
- If you have children, open a 529 college savings plan. There is a very generous Indiana tax credit. Go to www.collegechoicedirect.com for more information.

Make voluntary Teacher Retirement Fund contributions.

For more information, go to: <http://www.in.gov/inprs/trfmrhandbookasa.htm>. Spend a little bit on something fun.

Finish your Masters?

If you started a masters degree before July 1, 2011, and you complete the course work by September 2, 2014, you can move to the masters pay scale. You must get the necessary information to the Human Resources Department by October 2.



ABOVE: Mark Madden (AL), Jenifer Reed (DM), and Amanda Colbert (MB) wear smiling faces to greet folks.

The weather for the first day meeting was unseasonably cool, but that didn't stop PEA reps from coming out to say hello to teachers and staff as they entered Southport's Fieldhouse.



RIGHT: Al Slightom (PMMS), Danielle Brooking (PMA), and Vickie Kauffman (PMA) stand near a PEA banner to welcome people through the doors.



BELOW LEFT: Melody Penish of Burkhart Elementary poses with the original ink drawing of the PEA logo from 15 years ago.

BELOW RIGHT: The original logo (left) and the current logo used today (right).

