

The Montage

PEA's Newsletter



PEA Now and Later

Neil Linville, President

First, if you choose to read this article, please try to make it to the end. Thank you.

Last month, the PEA leadership team conducted a survey among you, our members, to gain some information regarding topics primarily concerning bargaining and teacher evaluations. In the past, PEA solicited members for information regarding items pertinent to bargaining, but it's been several years since that has occurred. So why did we do it, besides to simply collect information?

1. We wanted to hear from as many members as possible at one time. We had 332 of our 550 members complete the survey.
2. We wanted to provide you an outlet to voice positive and/or negative statements in a way that was completely anonymous, especially allowing anyone who would not normally approach an administrator or building rep/officer to have an opportunity to sound off.
3. We wanted you to know that the practice of conducting such surveys will become a normal practice with your current PEA leadership. We want to hear from you. However, understand that this is not, by any means, an attempt to put any distance between you and the PEA leadership. **We still want members to approach building reps and officers with any issues they have.**

What did we learn? When asked, "If you were starting a new career today, would it be in education," 58.6% answered "no" and 22.7% answered "undecided." That leaves only 18.7% who answered "yes." As a fellow educator, this is disheartening. Upon reading the 56 comments left by teachers, along with conversing with members daily and watching "education reform" sweep through our state, I certainly can't blame anyone for feeling this way. I just wish it weren't so. The information gleaned from this question is the most sobering and important because the results of the other questions, and any issues not addressed in the survey, certainly all culminate into the question of "Would I do it all over again?" If anything, this survey question has provided me, the whole PEA leadership, with more drive and purpose; I am renewed in my commitment to do all I can for the teachers of Perry Township to help them continue to meet their students' academic needs while making their careers rewarding and likable again, no matter the climate we find ourselves in. This is so important.

Folks, you should know that I am experiencing all that you are, as I am in the classroom every day. Each day, I'm asked by fellow teachers, "How can you do what you do as PEA president? Isn't it tough to both teach and represent teachers?" Answer: heck yes it is! However, I'm reminded daily of why I'm here, my primary purpose of being a teacher, and that reminder shines through when working with my students each day. They, in many ways, are my saviors. In fact, they don't even come close to feeling the stresses we teachers feel; we are doing a good job of shielding them from all of the weight we bear as teachers. We are doing a service for them and allowing them to keep their focus on learning. Although it may not seem like it all of the time, this is what PEA tries to do for classroom teachers, and we will continue in our efforts. **Please know that we will be holding administration accountable for the decisions they make, but to do that, we teachers must be sure that we continue, as we always have, to fo our jobs to the best of our abilities.** The bottom line: your PEA leadership will make it our priority to continue to work collaboratively with administration to help facilitate a better work environment for our teachers. Let me also say that collaboration does not translate to "PEA will just step aside and go with every suggestion administration gives." Again, we will hold administration accountable for their decisions. This will be a two-way street, and PEA will be part of creating solutions, not part of creating or exacerbating problems.

Finally, thank you for all you do for students. Thank you for all you do to help your fellow teachers. Thank you for your membership of a prestigious local teacher association. Most of all, thank you each for choosing to be one of the most important, if not THE most important, public servant society has: that of teacher.



PEA Leadership

Neil Linville, President

Matt Heninger, 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

Bargaining Update

Indiana laws allow teachers to bargain only salary, wages, and wage-related benefits such as paid leave, insurance, and retirement plans. The law does allow a grievance procedure. We **cannot** bargain days or hours, transfer language, RIF procedures, or evaluations.

To comply with the new laws, our compensation structure was radically changed last year. To receive a salary increase, you must be rated effective or highly effective; therefore, you cannot have a raise until the year is completed and you have been evaluated. Our compensation package last year was an increase of \$2,925,000:

Return to previously bargained salary schedule	\$1,400,000
Increase in corporation-paid health premiums	\$625,000
Increase in 401(a)/VEBA contribution	\$450,000
Compensation units to be paid in summer 2013	\$450,000

Remember, a salary increase earned during the 2012-2013 school year will be paid during the summer of 2013 (after evaluations have been complete **and** student test data have been received). Unlike some school corporations, the amount earned in 2012-2013 **WILL** be applied to your 2013-2014 basic salary.

By law, formal bargaining cannot begin before August 1, and there are strict limits on how long bargaining may continue. Your bargaining team will work to provide you with the best salary and benefits.

The Impact on You

The Patient Protection and Affordable Care Act (PPACA), often called Obamacare or the Affordable Care Act, is an incredibly complex law with implementation occurring over several years. In 2014, individuals are required to obtain coverage for themselves and their dependents, and large employers, including Perry Township, are required to provide affordable minimal essential coverage for 95% of employees who work thirty or more hours per week.

To comply, Perry Township will have to reduce the hours for non-certificated employees, offer or increase health insurance coverage, or a combination of both. If the Township is not compliant, the penalty is severe—approximately \$3,104,000 in 2014.

To meet the individual coverage mandate, Medicaid will be expanded, and low-income employees will be offered a subsidy to buy insurance through government exchanges. Medicaid reimbursements to health care providers continue to shrink. To offset the loss of income, providers are shifting more costs to those with insurance—you and I will pay more.

Individuals will be able to buy coverage through government exchanges, which will be subsidized by insurance companies. In 2014, the cost for HSBT is approximately \$407,000, which will be paid by you and me, the members of the Trust.

The bottom line: 1) HSBT costs will increase. That increase will result in higher premiums, out-of-pocket costs, or both, and 2) More of Perry Township's general fund will be used for health insurance. Less could be available for salary increases and maintaining benefits.



The Montage: Second Annual Winner of the N. Robert Montfort Award

Kyle Hanefeld, Secretary

On Saturday, April 27th, I will accept PEA's second annual award by having the best newsletter, *The Montage*, for an ISTA local association that has over 400 members. Even though I may be the one accepting the award, I know that the award best belongs to our PEA leadership team, building representatives, as well as you, our members.

Our leadership team is consistently working for you and our members by becoming informed on current situations such as legislative updates, insurance benefits, and other important educational issues that we believe will have an impact on our profession. Furthermore, our col-

legal working relationship with our administration has made it possible for PEA to better serve you and our members.

So as I reflect upon our membership, building representatives and our PEA leadership team, I personally don't dwell upon the hours that we sacrifice in addition to our contractual hours. No, my reflection is anchored to the notion that collectively we have shaped the best course possible for our Perry Township students and teachers. Moreover, the job titles we have may often go without accolades or acknowledgement. However, I personally thank each and everyone of you for all that you do for our students and PEA.