



ALLEGHENY INTERMEDIATE UNIT EDUCATION ASSOCIATION

WINTER UPDATE

January 2011



The President's Message

In Union, we are able to accomplish remarkable feats. Over the past months, PSEA members were urged to e-mail and phone their Representatives and Senators many times to encourage them to pass House Bill 2497. This bill provides for a responsible solution to the impending pension spike, while preserving defined benefit pensions for current and future school employees. PSEA members across the state sent over 100,000 e-mails and made thousands of phone calls! As a result, our Pennsylvania Representatives and Senators passed HB 2497. Act 120/HB 2497 was signed into law by Governor Rendell on November 23, 2010, which was the final step necessary in securing our pension plans.

The most notable change that will be experienced by current employees is with regard to the purchase of Non-Qualifying Part Time service (those employees who work fewer than 80 days or fewer than 500 hours during a school year.) There will be a three year window in which to purchase this service after July 1, 2011. I encourage you to apply for credit for any part time service as soon as possible. You may pay in full within 90 days, through an agreed upon payroll deduction plan or through an adjustment made to your monthly benefit in retirement.

Another great accomplishment that we have been able to exercise for many years in our Local Association is in our realignment process, which affords our members many options with consideration to seniority. At the May Central Realignment last year, four of our Nonpublic Schools Program teachers with the lowest seniority were furloughed. Your Executive Committee extensively discussed the recall process that should be applied for these teachers. Section 55 of the Contract addresses this situation and provides for the recall of furloughed teachers, with the last to be suspended to be the first to be rehired. However, Section 54 calls for the posting of any new positions. The contract language of Sections 54 and 55 are in competition with each other in that positions cannot be simultaneously posted while furloughed employees are recalled to these positions. Due to the diligence of the Nonpublic Schools Program

administration, four new positions, for which the furloughed teachers were properly certificated, were created over the summer months. Some of our members felt that these positions should have been posted in accordance with Section 54 of the contract. However, in keeping with Section 55 of the Collective Bargaining Agreement, your Executive Committee supported the recall of the furloughed teachers prior to any posting of positions, as has traditionally been done in the English as a Second Language Program. With careful consideration of this situation and with respect to what has been done in another program in our Bargaining Unit, your Executive Committee made the decision that the four furloughed employees should be recalled according to Section 55 before any positions would be posted as per Section 54.

Our actions were consistent with the Pennsylvania School Code. According to the School Code, no new appointment can be made when there is an available furloughed teacher who holds the appropriate certification for the vacant position. This was affirmed by the Mifflin County Court of Common Pleas when an arbitration award was issued by Arbitrator Ed O'Connel. He determined that the Mifflin-Juniata Career and Technology Center violated the collective bargaining agreement when it transferred a more senior teacher to a vacant position instead of recalling a less senior teacher who had been furloughed and who possessed the appropriate certification.

Your Executive Committee will continue to advocate for secure employment for all of our current members and secure retirement for all of our retirees. I wish all of you a secure, healthy and happy New Year!

We Carry Each Other

Darlene Lengel
AIUEA President

Visit our website

www.aiuea.com



ALLEGHENY INTERMEDIATE UNIT EDUCATION ASSOCIATION

Travel

Reimbursement and Base Determination

Things you should know:

- ◆ The IRS rate as of January 1, 2011 will be .51 cents per mile. Currently is .50 cents per mile.
- ◆ You shall be reimbursed for all travel related to school business
 - Meetings called by administration
 - Travel between assignments
 - Exclusions: In services, the **first** Open House/ Curriculum Meetings of the school year. (If you are required to attend additional Open House/Curriculum Meetings, you shall be reimbursed for travel.)
 - Daily mileage beyond your base to home round trip is to be reimbursed. Example: Total mileage for work day is 15 miles. Your home to base round trip mileage is 10 miles. Your travel reimbursement for the day is 5 miles.
- ◆ Base Determination for Itinerants
 - Two assignments: a midpoint base will be mutually established.
 - Multiple assignments: the base us the approximate central point of the total assignment.
 - One district: the base will be the closest school in the assigned district.
 - **Base Round Trip Mileage** is total miles from home to base and back to home. This is not reimbursable.
- ◆ No one is permitted to transport students in their personal vehicle.
- ◆ To claim automobile reimbursement or operate and AIU owned or leased vehicle, proof of your “in force” personal automobile insurance must be on file with the AIU Safety/Risk Manager.

Please review **Section 73** of our Collective Bargaining Agreement for full details on Travel Reimbursement and Base Determination. If you have any questions, please contact one of the Association Officers.

Contract Negotiations

Formal negotiations with the Intermediate Unit will begin in January. Chief Negotiator Denise Croyle has named the following members to the Negotiations Team:

- * Suzanne Brannagan
- * Victoria Rice Campbell
- * Betsy Dalton (Assistant to Chief Negotiator)
- * Chickie Donovan
- * Craig Gunn
- * Mike Horvat
- * Darlene Lengel
- * Jan Pressman

2010-2011 PSEA Innovative Teaching Grants

PSEA invites you to promote excellence in education by applying for one if its Innovative Teaching Grants. A maximum of four individual grants will be awarded. Each grant, reimbursable up to \$1,000, will be awarded to teachers, librarians, instructional teams, pupil personnel services, higher education, or student PSEA who fulfill the requirements. For additional information and/or an application, contact VR Campbell @ 412.417.1748.

Source: PSEA

Retirement Workshop

The AIUEA will host the annual Retirement Workshop, a.k.a. Wayne’s Workshop on March 7, 2011 at 4:30 in the Sullivan Room at the AIU. Guest speakers scheduled for this event include Ralph Butera, former President of the AIUEA, Michael Garofolo, AON Representative, Dan Carey, Uniserve Rep—PSEA, Betty Jo Steffey, NEA Representative and Matt Cunningham, Kades Margoles Representative. Matt will present, *Can You Afford to Retire?* Light refreshments will be served. PSERS information will be available. No reservation is necessary.



ALLEGHENY INTERMEDIATE UNIT EDUCATION ASSOCIATION

New Teacher Dinner and Discussion

New teachers hired during this school year are invited to a New Teacher Dinner in March. Date and time will soon be announced. Discussions will include information regarding union governance, continuing your education, child bearing/child care leave, and professional requirements. Each new teacher will receive a professional portfolio with information to help her/him stay organized.



Unit Realignment

Unit Realignments will be held during the month of April. During this time members will align within their respective units. Central Realignment will be in May. Further details regarding Realignment is located in section #54 of your contract. If you have any questions, do not hesitate to contact an association officer.

Sources of Evidence

At the December 2010 Upper Liaison meeting, President Darlene Lengel and Executive Director Dr. Linda Hippert discussed the final preparation for release of the new Sources of Evidence, part of each professionals' evaluation. Once the documents are structurally paralleled, they are expected to be applied to the evaluation process.



Grievance Update



- On December 8, 2010, President Darlene Lengel signed the IEP Grievance filed in 2004-2005!!
- Association Leadership is in final discussion with Administration concerning the parameters for settlement of the Highly Qualified Grievance. A Memorandum of Understanding is currently under development.
- Discussion continues on the Healthcare of Retired members Age Discrimination Case. Grievance Chair Suzanne Brannagan's exemplary work on this issue is recognized and appreciated.
- On behalf of our ESL staff, a grievance for the violation of Section 25 – Extended Work Day is near resolution. Again, Suzanne Brannagan is recognized for her commendable work.

Bereavement Leave

Employees may be able to attend a memorial service when the service is not held at the time of death. Each situation will be addressed individually. It is recommended that you speak with your supervisor and discuss the special circumstance.



Happy Birthday, AIUEA

On January 12, 1973, the Allegheny Intermediate Unit was granted our Certificate of Representation. We are 39 years of member advocacy and wholesome Collective Bargaining Agreements!



ALLEGHENY INTERMEDIATE UNIT EDUCATION ASSOCIATION

Treasurer Jacoby Authors AIUEA Fiscal Policy

Treasurer Sherry Jacoby has created the AIUEA’s first local fiscal policy. Patterned after PSEA state fiscal policy, the document will serve as the guiding principle for financial protocol and procedure. The policy was approved by the Executive Committee and, after being showcased at the January 18 Representative Council, it will be available on the AIUEA website.

Presidential Directive

Until the resolution of the issue of Administrative request for feedback on substitutes when a professional is absent is reached, President Darlene Lengel suggests that members make the following statement when a request for feedback occurs, “I am awaiting direction from my Association leadership as they are currently discussing this issue with Administration.”

Staff Awards

It is not too early to consider the nomination of your colleagues for the annual staff awards. When the nominations are opened, follow your program procedure to recommend a candidate or two. As you may recall, the AIUEA has been asked to facilitate the nominations for the Annie Sullivan Award. Details to follow.



AIUEA Members Slated to Present at PSEA Statewide Conference

AIUEA members, James Bozigar, Social Worker and Bullying Consultant, and Victoria Rice Campbell, Vice President of the AIUEA, have been tapped to present at the annual PSEA Statewide Student Conference. The two-day conference scheduled for April in Monroeville traditionally draws approximately 550 student members. Jim will present *Bullying Prevention in Schools: What We Know, What We Can Do* while Victoria will present *Classroom Bootcamp*.

Do You Know?

- Your Weingarten Rights? These federally mandated rights guarantee that you are entitled to union representation when you perceive that you will be disciplined during a meeting with your supervisor. You have a copy of the Weingarten statement on aiuea.com, in your PSEA calendar, and on a business card issued to you at the beginning of the academic year.
- Human Resources Janet Brieding’s personal, confidential fax number is to be used to remit medical excuses. To ensure your privacy under HIPPA, provide this confidential information to Janet only – and under no circumstances to your supervisor. You may remit the medical excuse in hard copy addressed to her or you may fax the information to her at 412.394.5704. If a medical excuse is required for your absence and your supervisor request such, merely state that you have remitted the medical excuse to Ms. Brieding.
- Crisis Intervention Training is voluntary, not mandatory. As such, you are to be issued a work order at the beginning of the training for \$37.84/hour.

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Calling All Teachers!



The National Board of Professional Teaching Standards program at Duquesne has funds to pay for 50 teachers to complete the National Board process for school next year. However, the 50 candidates must sign up by March 1, 2011 and pay a \$65 application fee, which is the only cost to you if you become a candidate in this fashion. Normally, this process costs \$2,565 to complete. Additionally, due to a new law that has been recently passed, you should know that teachers who become National Board candidates will have to repay the first \$500 if they decide later to drop out.

Rosalie Dibert, the Program Coordinator at Duquesne, is in charge of one of Pennsylvania's Centers for Teaching Excellence and coordinates the Preparation Classes necessary to qualify for the fee support. Teachers must take Preparation Classes before they officially become candidates. The classes are held once per week for seven weeks at one or more locations throughout the area.

In order to seek National Board Certification, a teacher must meet the following requirements prior to applying:

- Hold a bachelor's degree,
- Have completed three full years of teaching/counseling experience, and
- Possess a valid state teaching/counseling license for that period of time, or, if teaching where a license is not required, have taught in schools recognized and approved to operate by the state.

More information concerning the entire process and the available certificates can be found at http://www.nbpts.org/become_a_candidate.

If you interested and/or would like to learn more about this opportunity, please get in touch with me at dwtaylor@inorbit.com.



AIUEA Executive Committee Welcomes Newsletter Editor

At the December 2010 Executive Committee meeting, President Darlene Lengel appointed Kathy Bruton as Editor-in-Chief of the AIUEA Newsletter. Kathy is a Reading Specialist in the Non-Public Schools Program and this is her 11th year with the AIU. In addition to editing and formatting the newsletter, she is excited about the addition of the new section called: *Hey Kathy, I have a question!!* Please join us in welcoming her to the team!

Hey Kathy, I have a question!

Member: *Can I belong to just the local Association, AIUEA?*

Newsletter Editor Kathy: *NEA/PSEA/AIUEA is a unified profession. Therefore, to belong to the Allegheny Intermediate Unit Association, a member must also belong to NEA and PSEA.*





ALLEGHENY INTERMEDIATE UNIT EDUCATION ASSOCIATION

HOUSE BILL 2497 Passes!!!

You heard the call to action and were part of a response which included 100,000 emails and thousands of phone calls. In part through the intervention of PSEA Jim Testerman and PSEA Government Relations Lead Jim Vaughn, Dwight Evans reconvened the PA House of Representatives to address the passage Bill 2497. The House concurred and Governor Rendell signed the legislation on November 23, 2010 and it became Act 120. This pivotal legislation resolves the impending pension strike and provides the following:

- *Keeps the promise of a secure retirement for current and future school employees.
- *Preserves Option 4: Lump sum withdrawal.
- *Does not include a defined Contribution Plan (401K type).
- *Establishes manageable pension payment for the Commonwealth and school entities.
- *Provides cost savings to taxpayers (which include school employees).

There are some adjustments for new hires including a return to a 10 year vesting requirement and the elimination of Option 4. Additionally, hires after July 1, 2011, will have the option of a 2.5% multiplier with a base rate of 10.3% or a 2.0% multiplier with a base rate of 7.5%.

Our unified action on House Bill 2497 truly demonstrates the power of a union and our collective voice!

Source: PSEA

AIUEA Sweeps 2010 Communication Awards

It has become an annual tradition for officers of the AIUEA to stand in recognition at the State House of Delegates as they participate in the annual Communication Awards. At the December 2010 House, the AIUEA was recognized with the following laudable awards:

- *Newsletter – Melissa Randolph, Editor
- *Website – W. Craig Gunn, Webmaster
- *Special Projects – Darlene Lengel, Author

As PSEA UniServe Representative Dan Carey repeatedly affirms, the AIUEA is one of the best run locals in the commonwealth!

Philanthropic Activity

The AIUEA has made its annual winter holiday contribution to the *Stand for Children* fund. Vice President Craig Gunn presented the donation to the fund, an AIU internal endowment which supports the Homeless Initiative and students in need.



To contact us call: President 412-417-1748
Chief Negotiator 412-596-2194
Or, contact us by e-mail: www.aiuea.com



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Welcome to Dr. Brinkos

After an extensive talent search, The AIU Board of Directors hired Dr. Michael Brinkos, former Superintendent of the McKeesport Area School District for the position of Director of Human Resources. While practicing his vocation at MASD, Dr. Brinkos held every professional position in the school district from Special Education classroom teacher to superintendent. Vice-President Victoria Rice Campbell represented President Darlene Lengel on the hiring panel and did endorse the candidacy of Dr. Brinkos. The Allegheny Intermediate Unit Education Association welcomes Dr. Brinkos and looks forward to a relationship which is productive and dynamic.

PSEA President's Directive on Public School Employees' Retirement System Activity

- * Access www.psea.org/pension for complete information on the pension issue.
- * Be sure that Craig Gunn has your personal email and phone number. You may reach Craig by accessing our website @ aiuea.com
- * Contribute \$15 to the Political Action Committee for Education (PACE) by visiting www.psea.org/pace or by contacting PACE Chair Jan Pressman via aiuea.com.

Former AIUEA President Candidate for PSEA President

At the December 2010 House of Delegates, Michael J. Crossey, President of the AIUEA from 1972-1973, declared his candidacy for the office of President of the Pennsylvania State Education Association. In addition to his 36 years of service as a Special Education and Social Studies teacher, Michael was elected to the first Allegheny County Council. We are proud to endorse Michael's candidacy as he seeks the presidency of PSEA.

IMPORTANT DATES TO REMEMBER

- January 18th, 2011 - Rep Council
- March 7, 2011- Retirement Meeting
- March 15th - Rep Council
- March TBA, 2011- New Teacher Dinner
- April 19th, 2011 - Rep Council
- May 17th, 2011 - Rep Council
- May 25th, 2011 - Central Realignment



**To Contact us call: President 412-417-1748
Chief Negotiator 412-596-2194
Or, contact us via email: www.aiuea.com**

A.I.U.E.A. Officers	
President:	Darlene Lengel
Vice-Presidents:	Victoria Rice Campbell and Craig Gunn
Secretary:	Dana Ritter
Treasurer:	Sherry Jacoby
Member-ship/PACE:	Janice Pressman
Grievance:	Suzanne Brannagan
Communica-tions:	Danielle Clouse and Kathy Bruton
Historian:	Betsy Dalton
Past President:	Wayne Proctor
Chief Negotia-tor:	Denise Croyle



ALLEGHENY INTERMEDIATE UNIT EDUCATION ASSOCIATION

State of the Association January, 2011

We are 398 strong.

We are governed by a diverse Executive Committee.

We are supported by our talented Uniserve Representative, Dan Carey.

We are represented by our committed Representative Council.

We are sustained by our devoted Local Liaisons.

**We are informed by our Newsletter Chair, Kathy Bruton, and our Webmaster,
Danielle Clouse.**

We are bolstered by the efforts of PSEA and NEA.

We are strengthened by our one voice.

We are 398 strong.

