

# ALLEGHENY INTERMEDIATE UNIT EDUCATION ASSOCIATION



## SPRING UPDATE



May 2011

### The President's Message

In light of the recent budget proposal by Governor Tom Corbett, those of us who have chosen to be educators have been inundated with bad news. I would like to share some good news with you. The National Assessment of Educational Progress, the "Nation's Report Card", indicates that Pennsylvania students have been very successful. Pennsylvania's reading scores are among the nation's best, with only 6 states having statistically significant higher 4<sup>th</sup> grade reading scores and no states having statistically significant higher 8<sup>th</sup> grade reading scores. Pennsylvania also has among the best math scores in the nation, with only 4 states having statistically significant higher 4<sup>th</sup> grade math scores and only 7 states with statistically significant higher 8<sup>th</sup> grade reading scores. Math and reading scores are up and have increased since 2003.

In addition, the Pennsylvania System of School Assessment (PSSA) scores have increased in both math and reading since 2002 with more students ranked at Proficient and Advanced at the 5<sup>th</sup>, 8<sup>th</sup> and 11<sup>th</sup> grade levels. The number of students in Pennsylvania who are participating in Advanced Placement (AP) Courses has increased by 37% since 2002. Pennsylvania is among the top 11 states in the percentage of public school students who score high enough on AP examinations to qualify for college credit. More students than ever are planning to continue their education after high school, with 7 out of 10 students in Pennsylvania planning to attend college. Pennsylvania also ranks 7<sup>th</sup> in the nation in the percentage of full-time college students who complete their bachelor's degree.

With all of this good news, educators across Pennsylvania have a good reason to feel proud of the accomplishments of their students. One has to wonder why public education has taken the brunt of the cuts in Governor Corbett's proposed budget when the investment in public education has produced such positive results. The statewide pay freeze for educators espoused by the Governor and the PSEA President, Jim Testerman, would account for less than half of the shortfall that is needed to make up for the budget cuts if the budget as proposed by Governor Corbett is approved. In Pennsylvania, we have at our disposal tax revenues that should be considered to fund education, such as a tax on the companies extracting natural gas.

It is perplexing why the Governor increased the salaries of his staff in order to "attract the best people" while proposing that educators and state workers take pay freezes. We can only wonder why unionism has become a target in so many states recently. In states with collective bargaining, students in 15 out of 16 states rank among the top in the nation. The rhetoric regarding collective bargaining being a reason that schools fail is simply

unproven. One country which is recognized for its educational system is Finland. Teachers in Finland belong to unions. They may choose their own teaching methods and materials. Teachers test their own students and their salaries are not linked to student test results. By all accounts, it would seem prudent to encourage all teachers to become union members in order to increase student progress.

Another bill that attacks unionism is in Committee in the Pennsylvania House of Representatives. HB 855 would enable school districts to furlough teachers for economic reasons. Teachers could be furloughed despite their seniority under this bill. A companion bill has recently been introduced in the Pennsylvania Senate.

At this time when education and educators are under attack, I would say to you that We are the Union and We must stand together. We are nearly 191,000 members strong in PSEA and nearly 400 strong in the AIUEA. Many of the PSEA members who voted for Governor Corbett did so because he pledged to end wasteful spending. I am certain that educators across Pennsylvania did not think that the Governor would deem educational spending to be "wasteful". We must now let the Governor know what we think of his proposed cuts to educational spending. We must send e-mails and letters to him. We must phone his office. Contact information is available at <http://www.governor.state.pa.us>

or you may do an online search for Governor Corbett. We must tell him that although we are in favor of ending wasteful spending, we are not in favor of cutting educational spending. We must also communicate to our state legislators that we oppose the education spending cuts and that we oppose HB 855. Please go to [www.psea.org](http://www.psea.org) and click on the Legislative Action tab. We must attend meetings with state legislators to let them know that as educators, parents, taxpayers, and concerned citizens, funding to education must not be cut when we are realizing these positive results. Our Unity is necessary now more than ever.

In Union, we can accomplish great feats.

***We Carry Each Other***

Darlene



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### **Negotiations Update**

The AIUEA has met with the AIU on several dates since formal negotiations commenced in January 2011. We continue to meet on a consistent basis and have signed numerous sections of the contract. Additional meetings have also been scheduled for May and June. Future updates will be provided through the newsletter or via separate mailings from the AIUEA.

#### Negotiations Team Members

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

### **Act 104 of 2010 Supports NBPTS**

Interested in seeking certification via National Board for Professional Teaching Standards (NBPTS)? Act 104 will provide funding, to the extent that funds are available, for all or a portion of the cost of certification. Additionally, the legislation allows school districts to be reimbursed for up to three days of substitute teacher expenses for each teacher preparing for certification. For additional information, access

Source: PSEA *Voice*

### **Congratulations to PALO**

PA Learners Online Education Association (PALOEA) has been named the Progressive Organization of the Year by the PA Progressive Summit 2011! PALOEA, a PSEA affiliate, made labor history last year when they organized the first cyber charter school in the country. Congratulations to our colleagues!

Source: PSEA *Voice*

### **Employee Evaluation**

Please review Section 14 – *Employee Evaluation* of your Collective Bargaining Agreement. Rights and regulations have been bargained for professional employees to ensure that a rating using PDE 426-427-428 or PDE 5501 has been executed appropriately and fairly. Timelines, definitions, and procedures are defined in this section.

### **Educators on the Air**

Teacher voices are everywhere! On Tuesday, April 29, a contingency of Western Region teachers joined PSEA Communications Specialist Butch Santicola on the Mike Pintak's radio show on KDKA 1020 AM. Victoria Rice Campbell, Vice President of AIUEA, David Taylor, President of the South Fayette EA, and Bob Lindeman, President of Riverview EA, responded to questions posed by the audience during the hour long forum. This is a new weekly format for the Pintak show and, interestingly, the teachers were the guests on the second show, preceded only by the appearance of Allegheny County Executive Dan Onorato.



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## Child Bearing Leave

- ◆ Child Bearing Leave shall be granted under the same terms and conditions that apply to a leave of absence for temporary disability.
- ◆ Contact Human Resources: Janet Breiding  
janet.breiding@aiu3.net; phone – 412-394-5848
- ◆ Human Resources will require three notes from the Employee's physician:
  1. The first note will confirm your pregnancy and your ability to continue working.
  2. The second note will confirm your disability; this is when maternity leave (child bearing leave) is to begin.
  3. The third note will confirm that you are released by your doctor to return to work.
- ◆ All physicians' notes will go directly to Janet Breiding in HR. She uses a **private** fax in the department and puts all notes in the health section of the Employee's confidential file.

Private fax number – 412-394-5704
- ◆ The Employee is responsible for entering sick days into AE-SOP.
- ◆ While the Employee is using sick days and/or FMLA (Family Medical Leave Act), all benefits will be paid by the Employer.
- ◆ If the Employee desires to take additional time off after being released to return to work, the Child Bearing Leave becomes a Child Care Leave.
- ◆ Child Bearing Leave/Child Care Leave – Sections 39 and 40 of the contract.



## Child Care Leave

- ◆ Child Care Leave begins after an employee's doctor signs a note releasing the employee to return to work.
- ◆ Unpaid Child Care Leave can be up to one year.

An additional six months of leave may be granted by the AIU board.
- ◆ After the 12 weeks of FMLA has expired, an employee on Child Care Leave is responsible for the FULL cost of insurance coverage.
- ◆ Employees must notify the Human Resources department at least thirty days prior to starting Child Care Leave.
- ◆ Employees must notify the Human Resources department at least sixty days prior to returning to work.
- ◆ If an employee wants to return to work early, she must return from leave at the beginning of a semester (sixty days written notice must be given prior to return).
- ◆ Sixty day notice is only waived if the employee wants to return to work the first of a semester within the first six months of Child Care Leave.
- ◆ If an employee needs to return to work before the beginning of a semester due to an emergency, the employee must notify the Program Administrator.
- ◆ Full seniority is accrued while on Child Care Leave.
- ◆ Credit of one year of employment on the salary scale is given if an employee works at least one half of the work year.
- ◆ An Employee will return to the same position occupied prior to the Child Care Leave.
- ◆ If that position no longer exists, an equivalent position will be given.
- ◆ The above conditions also apply to an employee granted an Adoption Leave.



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**Your Voice is Your Vote!**

On Tuesday, May 17, we will have the opportunity to vote in the Spring Primary for candidates for local school boards. The endorsed candidates will then appear on the ballot for the General Election in November. Regardless of political affiliation, each of us will be touched by the policies of the local school boards of directors. As school directors can cross file, the Executive Committee of the AIUEA urges you to research the individual who will best defend a quality education for all students and guarantee the funding to support such. We urge you to lobby your hobby, but vote your profession!

**Teachers are Like Tea Bags.....**

.....you never know how strong we are until we get into hot water! Our profession, our schools, and our students are targets of a repressive state budget and proposed regressive school reform legislation. It is our time to reveal our strength and solidarity by communicating our dissatisfaction with the proposed state budget and proposed school reforms to our state representatives and state senators. Did you send an email? Make a phone call? Detach, sign, and send postcard on the back cover of your *Voice*? Do it now!! The very real challenges we face require far more energy and engagement from every member than ever before.

Jim Testerman, President PSEA, *Voice*, April 2011



**Health Care and Education Reconciliation Act of 2010**

Have a young adult child below the age of 26? This 2010 federal legislation requires group health insurance plans to extend dependent coverage up to age 26. Regardless of the child's educational status, employment status, or marital status, s/he is entitled to medical, drug, dental, and vision health benefits. At this point, you should have received a formal correspondence and application from the Allegheny County Schools Health Insurance Consortium. If applicable, be sure to follow complete and return the enrollment form by May 16, 2011.





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## New Members for the 2010–2011 School Year

Jennifer Geibel	Nicole Mull	Joseph Trecki
Stacey Kostek	Hollea Bartolomeo	Julie Funa
Abby Burrelli	Vaijayanthi Ravindran	Pamela Harff
Rachel Stultz	Chad Perry	Juliana Cario
Kristen Holland	Gina Ward	Bernadette Choura
Loreleigh Lewis	Kelly Loney	Melissa Smith
Pam O’Deefe	Amanda Lesnick	Sarah Dickey
Teri Dornback	Elizabeth Habbyshaw	
Erin Lynch	Megan Whitaker	

### PSEA-Retired

If you are retiring from your professional position, you may choose to continue your affiliation with your profession by joining PSEA-Retired. With your membership, your discount programs through ACCESS will continue, as will your Educators’ Employment Liability Insurance should you choose to continue to working the field of education. More information is available at [www.psea.org/retired](http://www.psea.org/retired).

Source: Voice, April 2011

### IMPORTANT DATES TO REMEMBER

Central Realignment: May 25th, 2011



Contact us by e-mail: [www.aiuea.com](http://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
Membership:	Janice Pressman
Grievance:	Suzanne Brannagan
Communications:	Danielle Clouse and Kathy Bruton
Historian:	Betsy Dalton
Past President:	Wayne Proctor
Chief Negotiator:	Denise Croyle



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