

PENNSYLVANIA STATE EDUCATION ASSOCIATION



PSEA



THE POWER OF A GREAT EDUCATION



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@PSEAPres



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[www.psea.org](http://www.psea.org)

*This booklet is intended for use by PSEA members and their immediate families.*

## This is about you

PSEA exists to serve its members and to make sure that every student has the power of a great education.

And PSEA can do this important work because of the dedication and energy of the 181,000 members who belong to this great Association.

Every year, we remind PSEA members – or new employees who haven't joined yet – that PSEA is strong because of members like you. Together, we can achieve great things. We've seen that time and time again.

It gives us great pride to tell every PSEA member that we respect and value your membership – and we are so glad you belong.



“ I’m a PSEA member because through our collective action we can make sure that every student gets the best possible education. I’m proud to be a PSEA member. ”

– Eric Davy, *State College Area EA*



## PSEA Is All of Us

Collective action is what makes PSEA strong.

That means local association leaders who represent their members, members who speak out together to protect their interests and fight for good salaries, benefits, and working conditions, and staff who help coordinate bargaining and advocacy.

Members help lead PSEA. And staff are focused on helping members to do what they love most – serve kids.

Find your local association and region officers and staff at [www.psea.org/locals](http://www.psea.org/locals).



# Our Association is Strong

In June 2018, the U.S. Supreme Court decided the *Janus v. AFSCME* case, prohibiting public sector unions from collecting fair share fees from non-members.

This decision was a sea change for unions across the nation, but PSEA was ready for it.

Before and after the decision, PSEA leaders had tens of thousands of conversations with members, reminding them that our Association is strong because of members like them.

The result? Members decided to stay in the union that speaks out for them, protects them, and fights for them.





# Because Members Belong

In the year that followed the *Janus* decision, PSEA's membership numbers stayed strong.

Our total membership remained at nearly 181,000. Slightly more than 1,000 members decided to leave the Association after the *Janus* decision. But more than 10,000 new members joined between August 2018 and May 2019.

total members  
**180,905**  
new members  
**10,149**



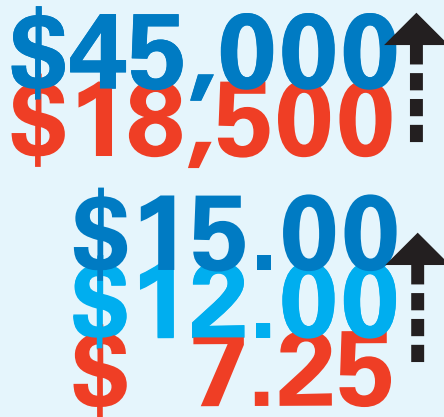
# R.E.S.P.E.C.T.

## Raise Educators' Salaries Provide Economic Certainty Today

In 2019, two of PSEA's top priorities are to increase Pennsylvania's minimum wage and move minimum teacher and faculty salaries to \$45,000.

These goals are part of the RESPECT – Raise Educators' Salaries Provide Economic Certainty Today – initiative, which was approved at the December 2018 House of Delegates.

PSEA is working hard to pass both initiatives – and make sure PSEA members get the RESPECT they deserve.





## Take it to \$45K

The minimum teacher salary in Pennsylvania is set by law at \$18,500 and hasn't been increased since 1988. Several thousand PSEA members earn less than \$45,000.

## \$12 in 2019

Pennsylvania's minimum wage is \$7.25, hasn't been increased since 2009, and is lower than all of our surrounding states. Several thousand PSEA ESP members earn less than \$12 an hour.

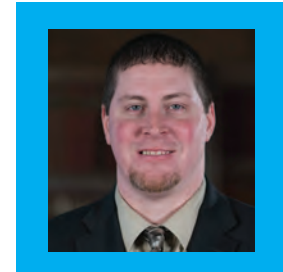
**"I wear a lot of hats in my job, but you don't get recognized monetarily with a living wage."**

— **Melanie Hudson**, *Upper Darby ESP*



**"I'm in a district where our teachers don't make a lot of money. So, many of our experienced teachers leave for other schools to make a better living, and that affects the kids."**

— **Fritz Herling**, *Panther Valley EA*



## PSEA makes a difference

PSEA members know that the Association helps them get the salaries, health care, pensions, and protections on the job that everyone deserves.

And that is why so many new employees join PSEA – year in and year out.

PSEA is strong because members see how valuable it is to belong.



**Nearly 26,000 members have enrolled  
in PSEA in the past three years.**

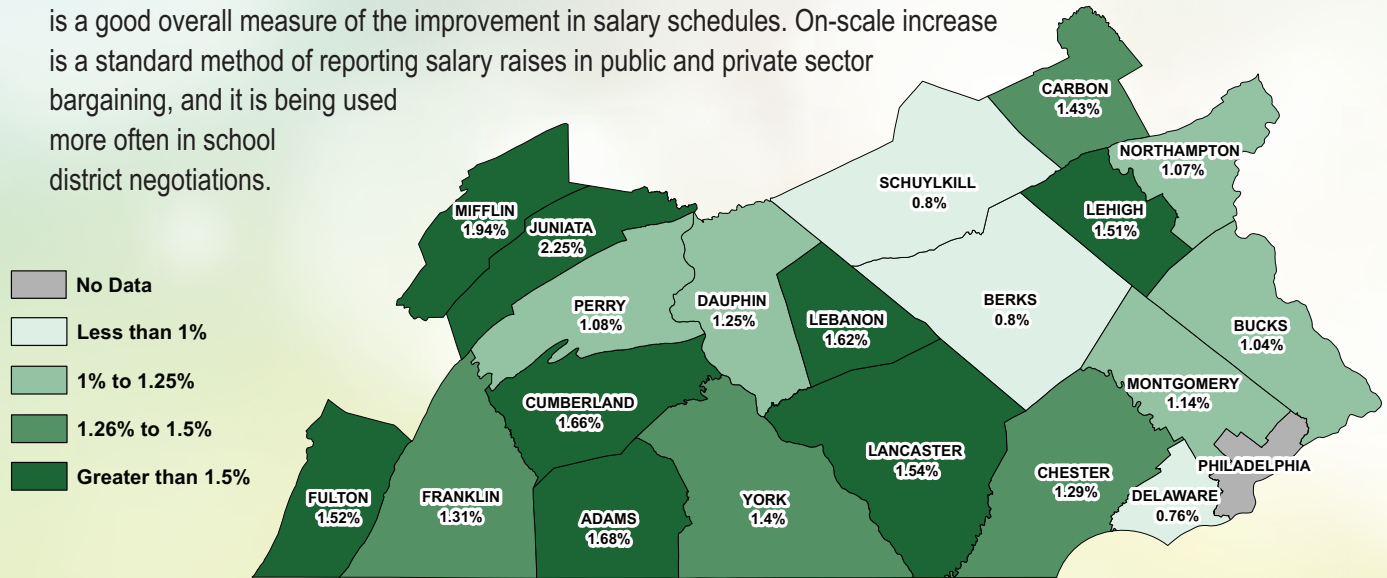
**“ I’m a PSEA member because PSEA is an organization that advocates for educators and students. PSEA makes a difference.”**



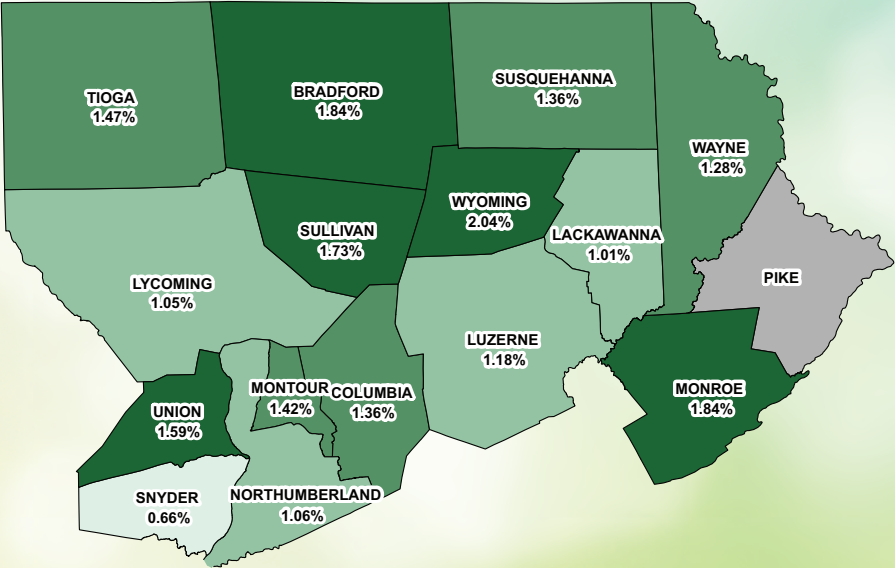
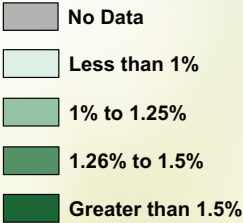
**– Dariah Jackson, *Chester Upland EA***

## A Look at “On-Scale Salary Increases”

The average on-scale salary increase is the average adjustment made to salaries on salary schedules. PSEA uses average on-scale increases as one of our key strategic measures because it is a good overall measure of the improvement in salary schedules. On-scale increase is a standard method of reporting salary raises in public and private sector bargaining, and it is being used more often in school district negotiations.

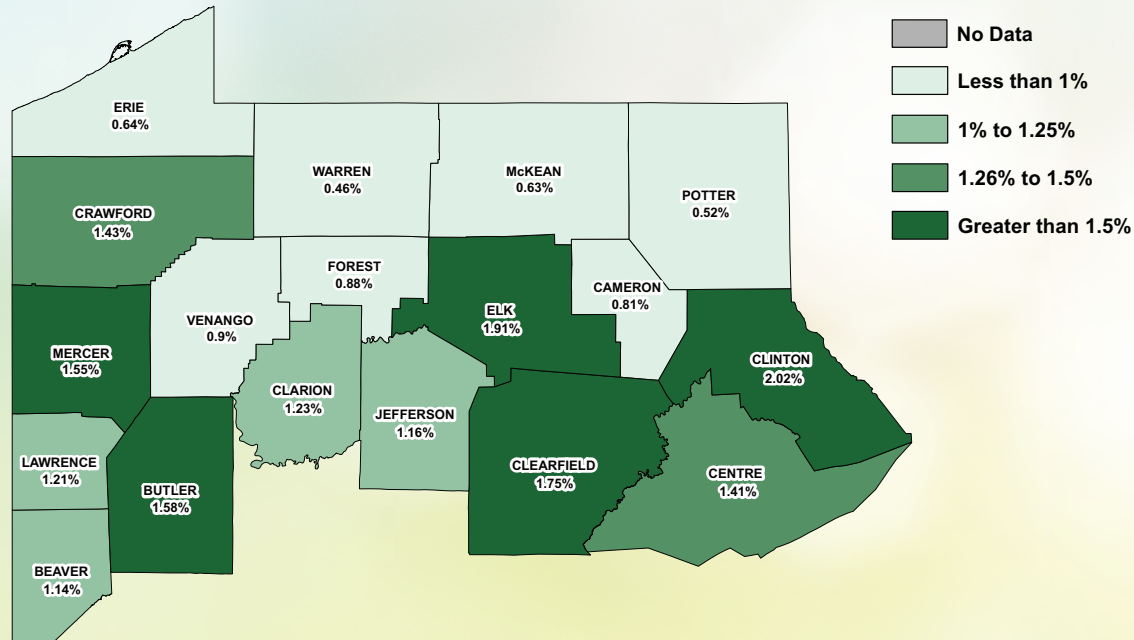


The average on-scale increase in 2018-19 was 1.2 percent, compared to an inflation rate of 1.55 percent (U.S.: January 2018 to January 2019). This means our salary schedules lost value compared to inflation in 2018-19.

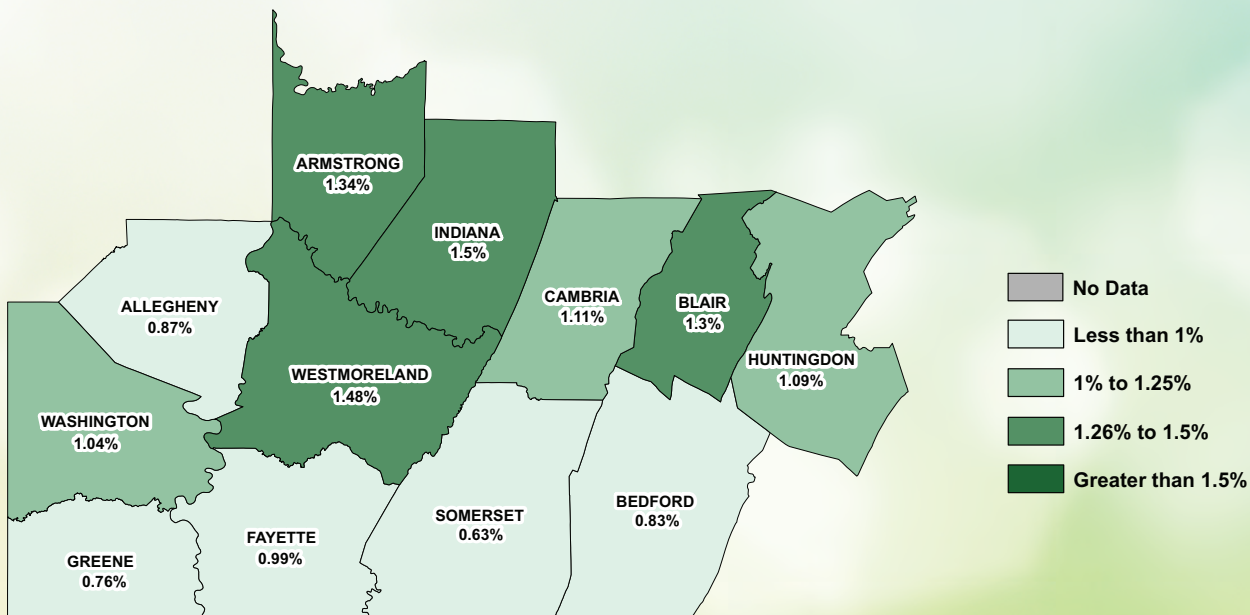


PSEA Research Division  
Date: 4/24/2019

## A Look at "On-Scale Salary Increases"







PSEA Research Division  
Date: 4/24/2019

“ I’m a PSEA member because it’s the right thing to do for my students, my district, my community, and my education profession. PSEA makes the difference. ”

– Pam Brown, *Oxford Area EA*



## Legislative Scorecard

PSEA members are powerful advocates for state policies that support public schools and the students who learn there.

In the past year, PSEA's support has been key to passing important education laws.

From continuing school funding increases, to establishing a new school safety law and safe schools grant program. And from expanding graduation options beyond standardized testing, to protecting ESP members from subcontracting threats, PSEA members have been at the forefront of major education policy victories.



## Elections

In every election, PSEA encourages members to vote for candidates who are “E’s.” That means that they are pro-public education and pro labor.

Political parties don’t matter. All that matters is that candidates support the kinds of pro-public education policies that are important to PSEA members.

This year was a good one for those kinds of candidates. From the re-election of Gov. Tom Wolf to key wins in the General Assembly and Congress, the number of pro-public education elected officials continues to grow. And that means we’re getting closer to a pro-public education majority.



# A PRO-PUBLIC EDUCATION MAJORITY HERE'S HOW WE GET IT DONE

WHAT  
IS THE  
GOAL?

102

Members of the  
PA House

26

Members of the  
PA Senate



Pro-public education  
governor



Majority on the PA  
Supreme Court

103

Pro-public education  
members of the PA House

25

Pro-public education  
members of the PA Senate



1

Pro-public education  
governor

5-2

Pro-public education justices  
on the PA Supreme Court

WE'RE  
ALMOST  
THERE

YOU  
PLAY A  
KEY ROLE



Vote



Contribute to PACE



Volunteer



Talk to friends  
and colleagues

## Learning Lessons: *Great Ideas, Great Schools*

Whether it's creating a discovery room for kindergarten students, using virtual reality headsets to help sixth-graders explore the solar system, or encouraging high school students to share their technology skills with senior citizens, PSEA members are doing amazing things in their schools and classrooms.

A recurring feature in *Voice* magazine and on social media, "Learning Lessons" highlights these great stories and shares tips that other members can use to start similar programs in their schools.

Learn more about the stories we've told so far and submit your own at [www.psea.org/learninglessons](http://www.psea.org/learninglessons).





## Follow PSEA On Social Media

Want to learn more about free professional development options? Find ways to save hundreds of dollars through PSEA Member Benefits? Get the latest updates on legislation? See what PSEA members are doing in their schools and classrooms? Learn about Partners for Public Education?

Or maybe you want to share a great photo of your classroom or tell a story about how a student called you a hero.

**Follow PSEA on Facebook, Twitter, and Instagram.  
And join the conversation.**



“I’ve been involved in bargaining contracts, and I know that it’s much easier to get a decent living wage in a contract when you have a good, strong membership behind you.”

– Chris Cooke, *Council Rock ESP*

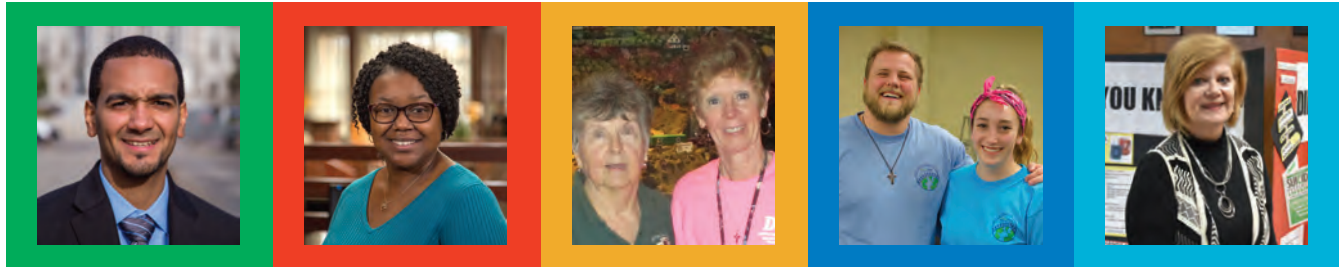


## Diversity in Membership is Strength

PSEA's educators and support professionals reflect the diversity of our state and bring perspectives to the Association that make it stronger.

Whether they are experienced teachers, support professionals, school nurses, or psychologists, Student PSEA

members getting ready to begin their careers, PSEA-Retired members who still support their professions, or HealthCare-PSEA members who serve patients in Pennsylvania hospitals, every PSEA member makes a difference.




# PSEA's Center for Professional Learning

What's the best way to get professional development?  
PSEA's Center for Professional Learning.

The Center for Professional Learning offers PSEA members a diverse menu of professional development options – all in one place. Whether you're looking for the latest on teaching and learning, professional issues or education policy, you'll find it here.

Just visit [www.psea.org/prolearning](http://www.psea.org/prolearning) ... and start learning.



- 
- A woman with curly hair is shown in profile, working on a laptop in a dimly lit office. The scene is bathed in a blue light, creating a professional and focused atmosphere. The woman is wearing a light-colored button-down shirt. In the foreground, a laptop screen displays some content, and a white mug is visible. The background is blurred, showing office shelves and equipment.
- **Micro-credentials**
  - **Webinars**
  - **Book Discussions**
  - **Professional Learning Exchange**
  - **Publications Library**



## PA Teacher of the Year

Meet Pennsylvania 2019 Teacher of the Year Marilyn Pryle, an English teacher in Abington Heights School District, Lackawanna County.

Read “Five things I know for sure about teaching,” an essay Marilyn wrote for *Voice* magazine at [www.psea.org/teacheroftheyear](http://www.psea.org/teacheroftheyear).

“As educators, we must focus on what will help students in our changing, global world.”



**Marilyn Pryle**  
Teacher of the Year



## PSEA-Retired: Lifelong Advocates for Public Education

PSEA-Retired is a national leader in connecting retired educators and support professionals with the professions they love and continuing to harness their energies as advocates for public education.

**“A membership in PSEA-Retired ensures retirees’ continued involvement in public education and also provides an avenue to advocate for issues affecting retirees.”**

**– Mary Moran, PSEA-Retired president**



## Mission, Vision, Values, and Goals

### Our Mission

We are members who promote, protect, and advocate for our schools, students, and professions.

### Our Vision

To be an informed, engaged, inclusive, and collaborative union and the leading voice for education and labor.

**We are members who  
promote, protect,  
and advocate for our schools,  
students, and professions.**

### Our Values

*We value...*

- Integrity in words, actions, and data
- Professional growth and expertise
- Student-centered teaching and learning
- Unionism and collective action: Working together based on core union principles
- Equitable resources and equal opportunities for all students
- Our members' voices in the union and as leaders in our professions
- Respect and diversity in our Association and workplaces
- Partnerships with our communities

## Our Goals

### *PSEA as an Organization*

- PSEA will increase our strength by growing, engaging, unifying, and communicating with our membership.
- PSEA will operate in a fiscally responsible manner.

### *Compensation and Working Conditions*

- PSEA will bargain and protect professional salaries, benefits, pensions, and safe and effective working conditions.

### *Quality Education and Advocacy*

- PSEA will provide quality educational services, advocate for all students to have access to effective learning environments, and advance pro-public education policies.
- PSEA will work to improve public perception of and support for public education and the education profession.



## Region Offices

### **1 Headquarters**

400 North Third St.  
P.O. Box 1724  
Harrisburg 17105  
717-255-7000  
800-944-PSEA (7732)

### **Central Region**

#### **2 State College**

400 Shiloh Road  
State College 16801  
814-238-1201  
800-548-7732

### **Central-Western Region**

#### **3 Indiana**

39 North 7th St.  
Ste 300  
Indiana 15701  
724-349-1278  
800-772-3021

#### **4 Johnstown**

330 Bloomfield St.  
Johnstown 15904  
814-266-3965  
800-441-9793

### **Eastern Region**

#### **5 Allentown**

4950 Medical  
Center Circle  
Allentown 18106  
610-391-0835  
800-322-9032

### **Midwestern Region**

#### **6 Montgomeryville**

601 Bethlehem Pike  
Building C  
Montgomeryville 18936  
215-853-2100  
800-492-2727

### **Midwestern Region**

#### **7 New Castle**

3033 New Butler Road  
New Castle 16101  
724-924-1000  
800-942-8025

### **Northeastern Region**

#### **8 Wilkes-Barre**

1188 Highway 315  
Wilkes-Barre 18702  
570-819-2556  
800-432-8619

### **Northwestern Region**

#### **9 Edinboro**

413 W. Plum St. Ste C  
Edinboro 16412  
814-734-3711  
800-962-7732

### **Southeastern Region**

#### **10 West Chester**

Westtown Business Center  
1512 McDaniel Drive  
West Chester 19380  
610-430-6150  
800-255-7732

### **Southern Region**

#### **11 Mechanicsburg**

4750 Delbrook Road Ste 100  
Mechanicsburg 17050  
717-761-8009  
800-622-2270

### **Southwestern Region**

#### **12 Hunker**

944 South  
Center Ave.  
Hunker, 15639  
724-696-3100  
800-942-0415

### **Western Region**

#### **13 Pittsburgh**

10 South  
19th St.  
Pittsburgh 15203  
412-381-2400  
800-222-7732

## PSEA Region and Office Map

