

TRAINING MENU PROGRAM 2009-2010

PURPOSE

PSEA has allocated funds in the Field Operations budget for the purpose of providing training and awareness programs **for members at the local, county, and cluster or division levels** to further the Strategic Objectives of the Association. The objective is to provide these programs at a reduced cost or no cost to the member. Through this Program, PSEA's goal is to have a more informed and highly trained membership. These programs should be requested through your UniServ Rep.

CORE TRAINING MENU PROGRAMS AVAILABLE TO LOCALS

PROFESSIONAL COMPENSATION PROJECT – provide information to locals about PSEA's plan to:

- (a) Increase PA teacher salaries relative to the national average and to other comparable professionals.
 - (b) Implement the \$40K Right Away Campaign
 - (c) Implement "Best Salary Practices" in local salary negotiations
- **COMPENSATION AWARENESS (CAP)** - analysis of current trends and threats
to our compensation systems with a view toward bargaining realities and compensation designs.

ESP Living Wage Compensation Program

HEALTH CARE BENEFITS AWARENESS - to afford members information on the continuing health care crisis, trends in health care coverage, types of health care coverage, and how to best evaluate optional health care systems.

REFERENDA PROGRAMS – provide awareness and training to local associations in support of efforts related to Referenda.

- **COMMUNITY OUTREACH TRAINING**
- **TARGETED COMMUNICATIONS TRAINING**
- **BARGAINING STRATEGIES TRAINING**

DEFINED BENEFIT / DEFINED CONTRIBUTION – Retirement awareness program

MEMBERSHIP AWARENESS - to give members recognition of the large and varied number of programs and services available to them through their Association membership.

- **NEW MEMBER AWARENESS**
- **KNOW YOUR CONTRACT**

- **WEINGARTEN RIGHTS**

BARGAINING AWARENESS - Review of alternative processes and methods to strengthen the traditional approach to bargaining, including but not limited to the following items:

- **SURVIVING THE STRIKE** - helping members deal with the stresses of a strike or other acute crisis in the workplace.
- **SUBCONTRACTING OR PRIVATIZATION**
- **TAX ISSUES – IRS 403(b) and 409 (A)**

FAMILY/COMMUNITY PARTNERSHIPS - how can members become involved in building coalitions, family and community partnerships in the community with the goal of preserving public education and enhancing the image of the profession.

SAFE SCHOOLS – topics to address maintaining a safe environment in the school setting, including the Crisis Response Team presentation and other approved programs.

COFFEE KLATCHING - a training program for local activist members who wish to do something hands-on about enlisting support for Association positions.

SCHOOL LAW AND PDE REGULATIONS – Act 48, Act 50, PSSA Testing, IDEA
Training topics as well as the following:

- **CHILD PROTECTIVE SERVICES ACT (ACT 151)** -- what are members' responsibilities and liabilities under this and related statutes?
- **SEXUAL HARASSMENT AWARENESS**

POLITICAL ACTION TRAINING - involving members in political campaigns or fund-raising and operating effective PACE programs as well as the following topics:

- **LOBBYING (LEGISLATORS, SCHOOL BOARD, AGENCIES, CONGRESS, EXECUTIVES)**

BACK TO SCHOOL PROGRAM - preparing members to invite and receive community members into school classes to teach or observe for a full day to better appreciate the efforts of and demands upon members in the schools.

LOCAL OFFICER/ ASSOCIATION REP TRAINING

- **GRIEVANCE ADMINISTRATION TRAINING**
- **EFFECTIVE USE OF THE PRESIDENT'S RESOURCE MANUAL**
- **ASSOCIATION REP TRAINING**

- **LOCAL LEADER TRAINING/PRM TRAINING**
- **NEW LEADER PROGRAM (e.g. CARPE')**

INTERNAL COMMUNICATIONS

LOCAL WEBSITE INTRODUCTION

SUBCONTRACTING OR PRIVATIZATION AWARENESS

ESEA/NCLB AWARENESS

NATIONAL BOARD CERTIFICATION

IDEA

Revised 9/1/09

Menu Money Allocation 2008-2009

Money Available **\$ 84,447.00**

<u>Region</u>	<u>Aug-07</u>		<u>Region</u>
<u>Members</u>	<u>% of Total*</u>	<u>Allocation</u>	
Central	9,144	6.0%	\$ 5,031
Central-West	5,430	3.5%	\$ 2,988
Eastern	15,249	9.9%	\$ 8,390
ESP	34,607	22.5%	\$ 19,042
Mideastern	15,280	10.0%	\$ 8,407
Midwestern	7,108	4.6%	\$ 3,911
Northeastern	12,518	8.2%	\$ 6,888
Northwestern	5,190	3.4%	\$ 2,856
Southeastern	11,819	7.7%	\$ 6,503
Southern	20,446	13.3%	\$ 11,250
Southwestern	8,136	5.3%	\$ 4,477
Western	8,550	5.6%	\$ 4,704
	153,477	100.0%	\$ 84,447