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.
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
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.
"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

"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

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

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

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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.
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 ... and start learning.
• Micro-credentials
• Webinars
• Book Discussions
• Professional Learning Exchange
• Publications Library
As educators, we must focus on what will help students in our changing, global world.

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.
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.
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<tr>
<th>Region Offices</th>
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<tbody>
<tr>
<td><strong>Headquarters</strong></td>
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<tr>
<td>1 Headquarters</td>
</tr>
<tr>
<td>400 North Third St.</td>
</tr>
<tr>
<td>P.O. Box 1724</td>
</tr>
<tr>
<td>Harrisburg 17105</td>
</tr>
<tr>
<td>717-255-7000</td>
</tr>
<tr>
<td>800-944-PSEA (7732)</td>
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</tbody>
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| **Central Plaza 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 |

| **Mideastern Region** |
| 6 Montgomeryville |
| 601 Bethlehem Pike Building C |
| Montgomeryville 18936 |
| 215-853-2100 |
| 800-492-2727 |

| **Northwestern Region** |
| 9 Edinboro |
| 413 W. Plum St. Ste C Edinboro 16412 |
| 814-734-3711 |
| 800-962-7732 |

| **Southeastern Region** |
| 8 Wilkes-Barre |
| 1188 Highway 315 Wilkes-Barre 18702 |
| 570-819-2556 |
| 800-432-8619 |

| **Southwestern Region** |
| 11 Mechanicsburg |
| 4750 Delbrook Road Ste 100 Mechanicsburg 17050 |
| 717-761-8009 |
| 800-622-2270 |

| **Western Region** |
| 13 Pittsburgh |
| 10 South 19th St. Pittsburgh 15203 |
| 412-381-2400 |
| 800-222-7732 |