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

A Message from the Executive Director

The past two years have been challenging in ways we have never seen in our lifetimes. Collectively, we have been tested as the pandemic has exposed fundamental deficiencies in the structure of public education.

Yet, it has also highlighted the extraordinary efforts you have taken to educate Pennsylvania's students.

Your efforts inspire me. And they move PSEA to action as we push policymakers to demonstrate respect for you and your professions.

While I am proud of what we have accomplished, I always look forward to our future.

As we look to that future, we will take our inspiration from the example PSEA members set every day.



JIM VAUGHAN
Executive Director

Our members inspire

LaDontay Bell

LaDontay Bell, a physical education teacher and football coach, knew he had to do something to protect his players after tragically losing three to street violence.

He created a shuttle service to ensure that his players return home safely after practice and opened a football club where players can bond, practice mock interviews, and learn other skills.

“It’s more than a game. It’s more than X’s and O’s. It’s a brotherhood; it’s a family.”

Read LaDontay’s story at
www.psea.org/ourstory#ladontay



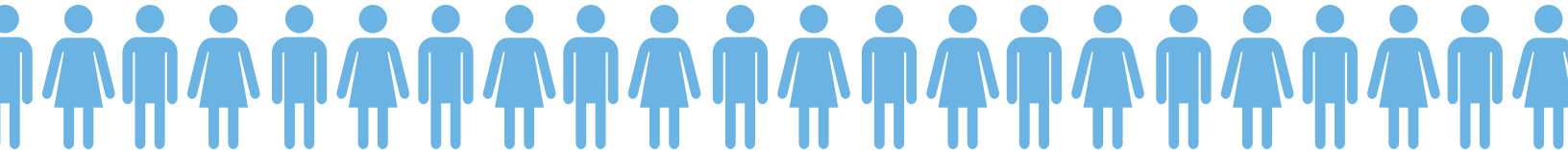
Our Members are PSEA

This year, we have seen a slight decline in membership, but we continue to find opportunities to grow our membership through new member recruiting and retention strategies and efforts to bring new locals into PSEA.

Our total membership is 177,044. Nearly 10,000 members joined between August 2020 and September 2021.

total members
177,044

new members
9,985



Thank You

Since the beginning of the pandemic, our members have gone above and beyond to keep students' learning on track, even as unprecedented challenges came their way.

PSEA members' tireless determination and dedication have kept their students and their professions afloat.

This work pays off every day. And people in our communities appreciate it. A recent national poll shows that 78 percent of parents rate their children's educators as "good" or "excellent."

Source: Hart Research Associates and Lake Research Partners poll of public school parents, Dec. 15-22, 2021.

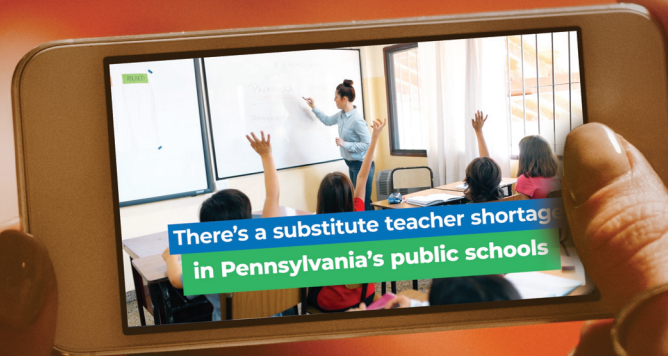


Have you seen PSEA's latest digital ads?

One of PSEA's goals is to "improve public perception of and support for public education and the education profession."

To do that, we continue to run a robust digital advertising campaign to let Pennsylvanians know about the great work PSEA members do every day.

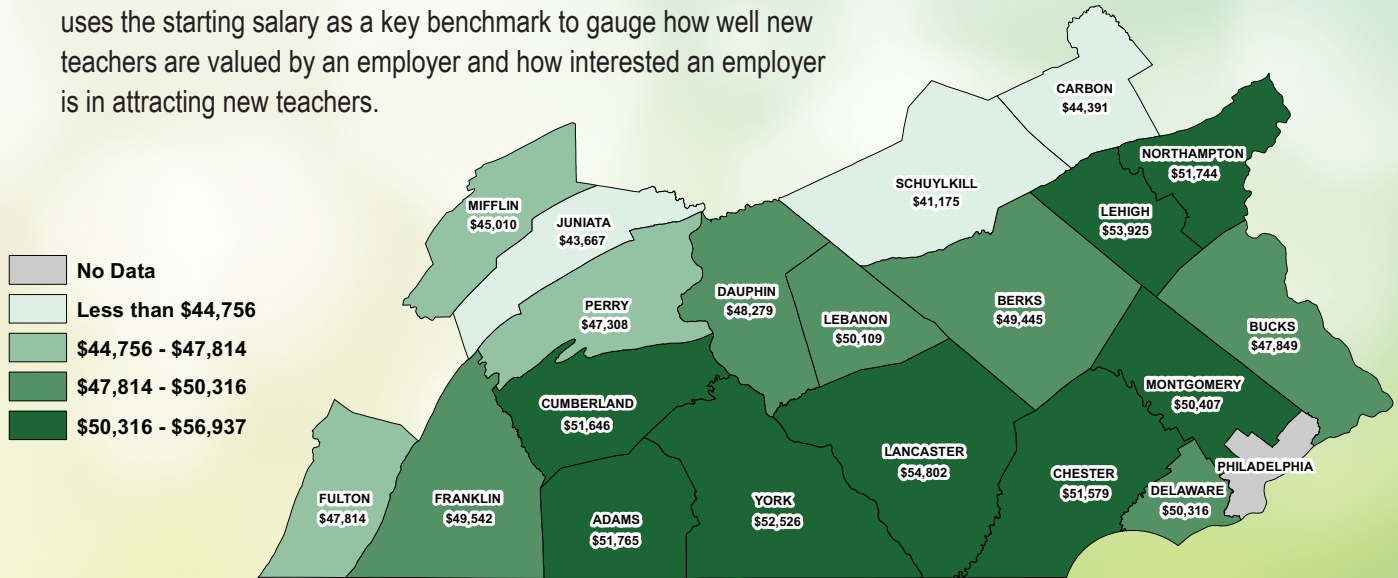
Between March 2021 and March 2022, those digital ads were viewed **5.7 million** times.



View our digital ads at www.psea.org/ourstory

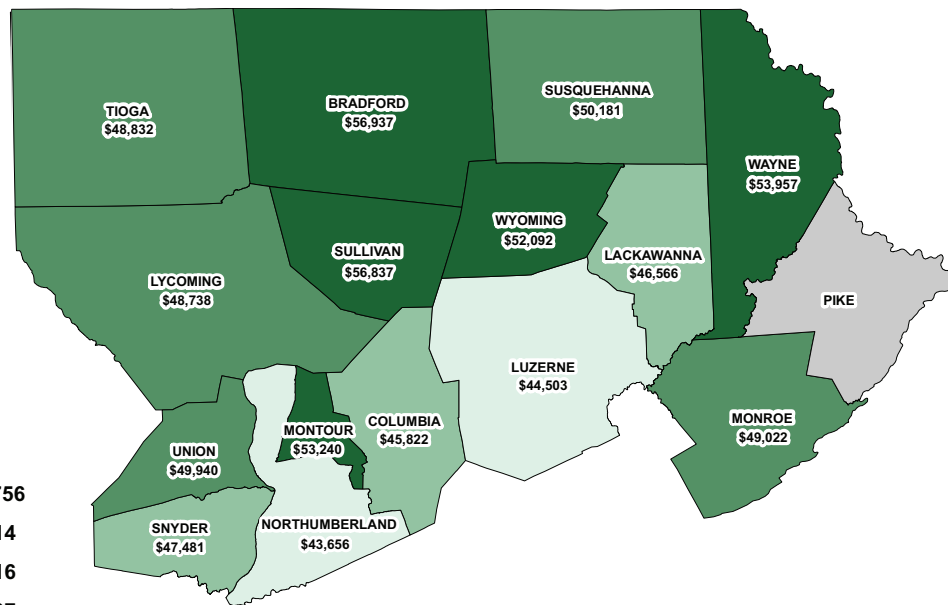
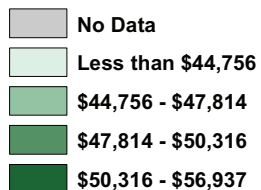
Average Starting Teacher Salaries

The lowest salary on the bachelor's column of a local association's salary schedule is what PSEA considers the "starting salary." PSEA uses the starting salary as a key benchmark to gauge how well new teachers are valued by an employer and how interested an employer is in attracting new teachers.



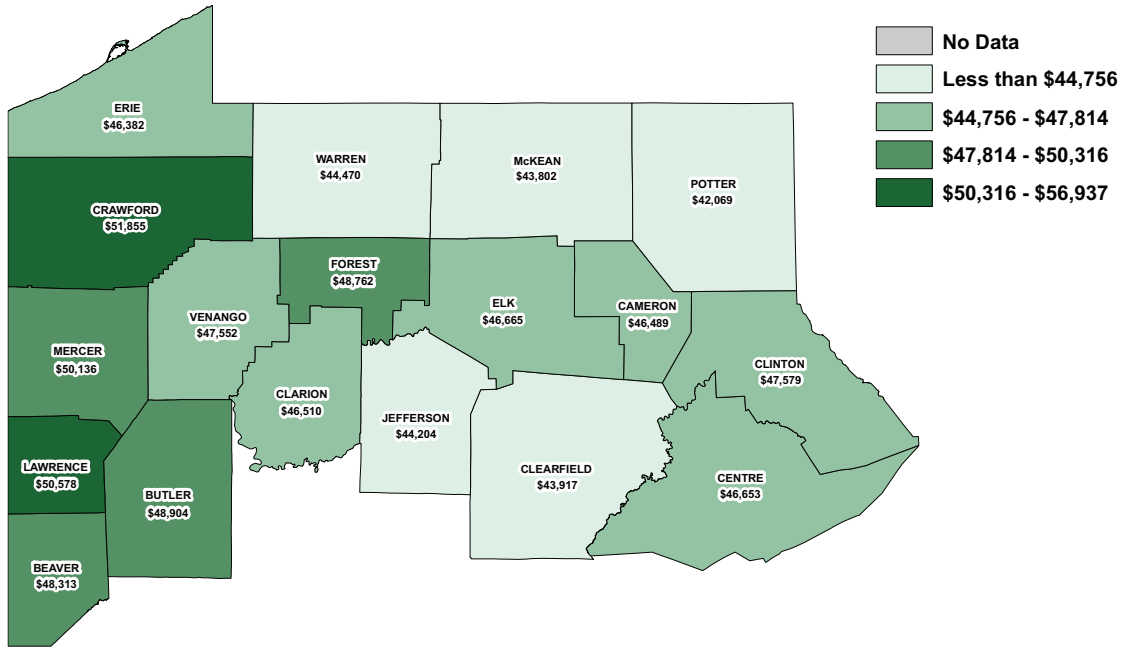
These maps show the average of the starting teacher salaries in each county. Across the commonwealth, the average starting salary increased by 2 percent in 2021-22.

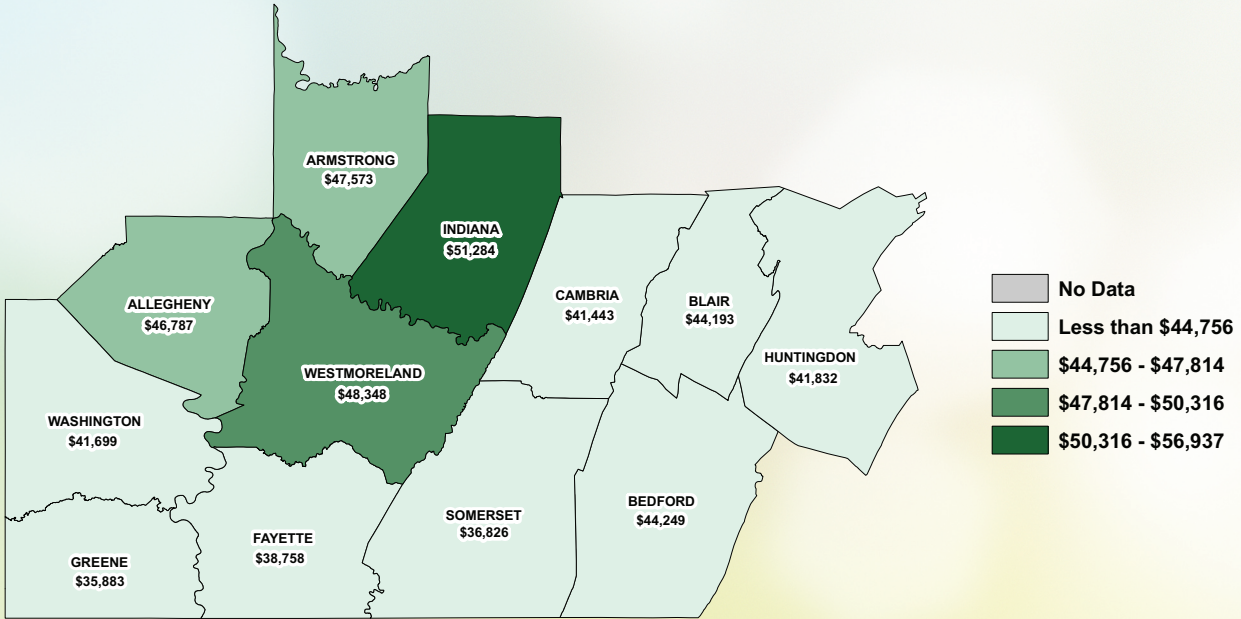
Find starting salaries for each school district at www.psea.org/mapyourfuture



PSEA Research Division
Date: 3/2022

Average Starting Teacher Salaries





PSEA Research Division
Date: 3/2022

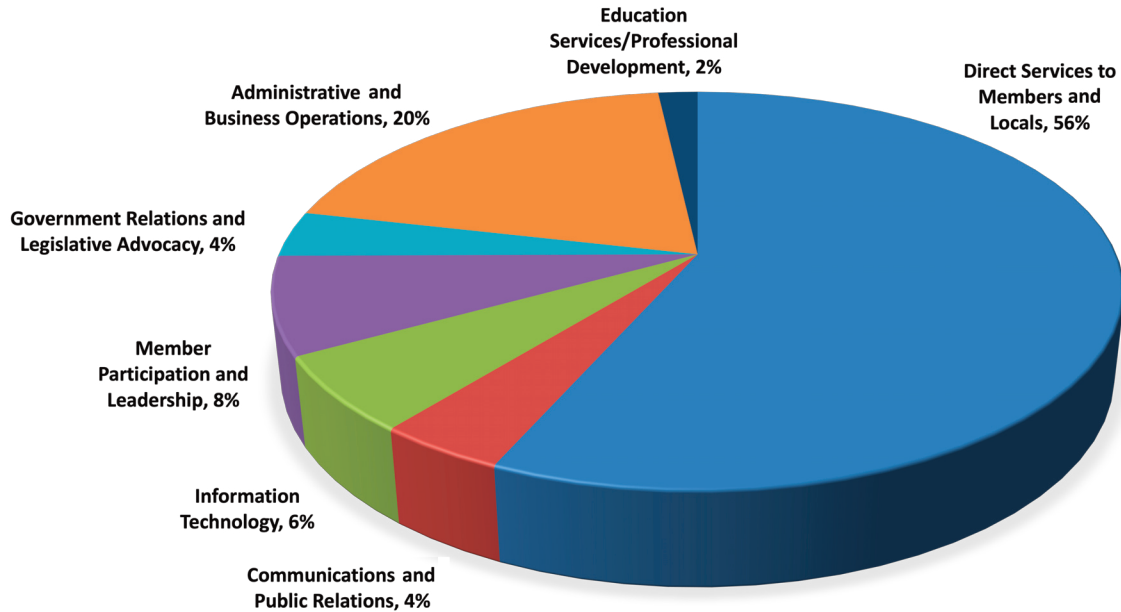
How Your Dues Dollars are Allocated

PSEA operates as a careful and responsible steward of the dues members pay. Member dues fund the PSEA operations that support the Association's mission to promote, protect, and advocate for our schools, students, and professions.

The largest single percentage of PSEA's annual budget, 56 percent, goes to support direct services to PSEA members and their local associations. This work helps to secure the salaries, benefits, working conditions, and respect that every PSEA member deserves.



Breaking Down Your Dues



Legislative Scorecard

In a very challenging legislative environment, PSEA has scored some key successes in the General Assembly, helping to pass important laws aimed at supporting the incredible work PSEA members do in their schools and classrooms.

From historic education funding increases to flexible options to help schools address the substitute educator shortage, PSEA members' advocacy has convinced lawmakers to pass bills that make a difference for public education.



Our members inspire

Michelle Eppinger

Michelle Eppinger, an education support professional, partnered with her administration and vocational students to open and operate a “No Cost to Shop” store for students to discreetly get clothing, hygiene items, and non-perishable food at no cost through donations.

“I want to make sure every student is comfortable using the store. We’re going to help a lot of kids for years and years to come.”

Read Michelle’s story at
www.psea.org/ourstory#michelle



Legislative Priorities

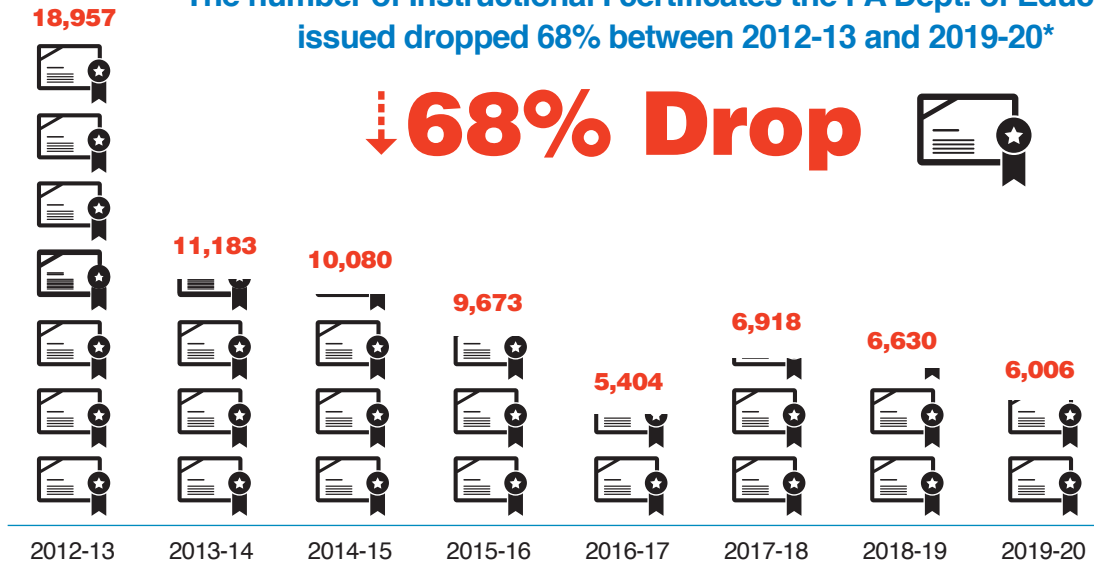
In the coming years, PSEA's top legislative priority will be to address educator pipeline issues that are causing an educator shortage that has reached a crisis level.

Between the 2012-13 and 2019-20 school years, there has been a 68 percent drop in the number of Instructional I certificates issued by the PA Department of Education.

To address the educator shortage, PSEA will continue to encourage lawmakers to:

- ✓ **Increase minimum teacher salaries to \$50,000**
- ✓ **Attract more educators of color**
- ✓ **Increase scholarship and loan forgiveness opportunities**
- ✓ **Increase the minimum wage**
- ✓ **Increase the number of school counselors, psychologists, and nurses**

The number of Instructional I certificates the PA Dept. of Education issued dropped 68% between 2012-13 and 2019-20*



* Source: Pennsylvania Department of Education Instructional I Certificates (In-State and Out-of-State) March 1, 2021

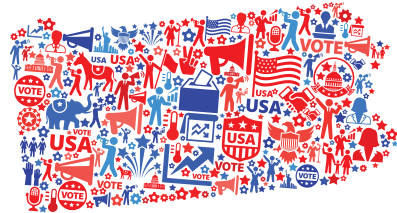
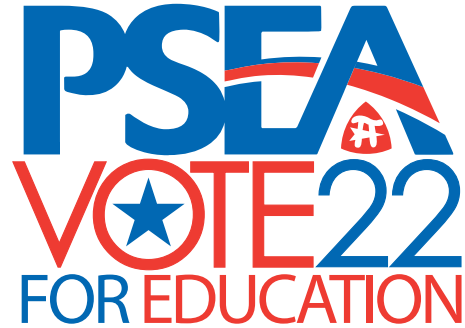
Elections

With Pennsylvania voters filling open seats for governor and U.S. Senate, 2022 will be a critical election year.

PSEA members can help shape the decisions elected officials will make about our schools, our students, and our professions for years to come.

The stakes are high, and PSEA has developed an aggressive, cross-organizational plan to elect pro-public education candidates.

Learn more at www.psea.org/election2022team



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



WHAT IS THE GOAL?

102 Pro-public education members of the PA House

26 Pro-public education members of the PA Senate



Pro-public education governor



Pro-public education 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

HERE'S HOW CLOSE WE ARE

YOU PLAY A KEY ROLE



Vote



Contribute to PACE



Volunteer



Talk to friends and colleagues



HealthCare-PSEA members are made up of staff nurses and lab techs who benefit from the advocacy and resources our Association provides.

Learn more at www.psea.org/healthcare

“PSEA has been so important through my decades of membership. Together, we have fought for contracts with professional pay and benefits, a stronger united voice in the hospitals and nursing homes where we advance health across Pennsylvania, and so much more.”



– Sandi Zubek, RN, *HealthCare-PSEA president*

ESP Members are the Backbone of Public Schools

Nearly 30,000 strong, PSEA ESP members are the backbone of every school building, because they provide critical services to students to keep them safe, healthy, and supported. And PSEA's ESP leaders are committed to protecting members' salaries, benefits, and working conditions.

Learn more at www.psea.org/esp

“Success is being the voice of the voiceless. Standing up for the inequalities that we all face. Protecting members’ jobs and having members know that they are valued employees in their schools.”



– Rudy Burruss, *PSEA ESP president*

PSEA's Center for Professional Learning

PSEA's Center for Professional Learning continues to expand.

Since 2020, over 24,000 members have accessed more than 220 programs.

Whether members are looking for the latest on teaching and learning, professional issues, or education policy, they will find outstanding programs here.

Just visit www.psea.org/prolearning ... and start learning.





Since we launched our new online learning hub, PEARL, in October 2021, we've had an amazing response from members who are excited about the ease and convenience of earning Act 48 credits and Chapter 14 verification through a system that's intuitive and enjoyable to use.

| | | |
|-----------------------------|------------------------------|----------------------------|
| 95 | Over | Over |
| courses and counting | 1,000 | 1,900 |
| are now available | members are | PEARL courses |
| on PEARL | currently enrolled in | have been completed |
| | PEARL courses | by PSEA members |

See what you've been missing at
pearl.psea.org



Diversity, Equity, and Inclusion

In May 2021, the House of Delegates approved a New Business Item adopting the Diversity, Equity, and Inclusion statement developed by the Racial Justice and Equity Task Force. The DEI statement will help sharpen the Association's focus on our long-held beliefs about equity and inclusion and anchor the work we have ahead of us.

In future months, look for the results of our equity audit to identify our strengths and weaknesses and provide recommendations to make our policies and practices more equitable and inclusive.

Read our full diversity, equity, and inclusion statement at www.psea.org/DEI

PSEABELIEVES

—
D I V E R S I T Y
—

**ensures a variety
of social and
cultural
identities are
represented in
our spaces.**

PSEABELIEVES

—
EQUITY
—

**promotes justice
and fairness
within our own
procedures,
processes, priorities,
and resources.**

PSEABELIEVES

—
INCLUSION
—

**creates respectful
environments that
embrace and foster
full engagement
of members from
diverse backgrounds
and identities.**

Education Support Professional of the Year

Meet our 2021 Dolores McCracken PSEA Education Support Professional of the Year, Delores “Dee” Scales, a paraprofessional in Woodland Hills School District, Allegheny County.

Read about Dee’s recognition at www.psea.org/ourstory#dee

“Support professionals do a lot of work, not only within our schools but in our communities. Many support professionals live in the communities where they work so they have a great rapport not just with students but with students’ families, too.”



PSEA members literally save millions of dollars a year through Member Benefits.



Discounts on Verizon Wireless plans – www.psea.org/verizon

PSEA members can get up to a **21 percent discount** on Verizon Wireless plans and a **35 percent discount** on eligible accessories.

26,500 PSEA members save more than **\$4** million a year.

Free community college – www.psea.org/freecollege

PSEA members and their families can **earn an associate degree** completely online, **with zero out-of-pocket costs**.

More than **1,250** members will save **\$3.7** million a year.

AmeriServ mortgages and home equity loans – www.psea.org/ameriserv

PSEA members and their families can get **low interest rates** on mortgages, home equity loans, and personal lines of credit.

Nearly **2,000** members will save **\$11.3** million through these programs over the life of the loans.

Our members inspire

Meg Pankiewicz

Meg Pankiewicz, an English and language arts teacher, teaches Holocaust literature and even received a fellowship to visit various foundations and meet Holocaust survivors.

“I think teaching is a noble profession. I think as educators, being under attack if you teach an authentic or the authentic truth, is not something that’s new.”

Read Meg’s story at
www.psea.org/ourstory#meg



PA Teacher of the Year

Meet 2022 Pennsylvania Teacher of the Year Elizabeth Raff, an English language arts and social studies teacher in Penn Manor School District, Lancaster County.

Read Elizabeth's message to PSEA members at www.psea.org/ourstory#elizabeth

“I see the work that you are doing, the daily stresses and challenges that you are tackling while trying to stay afloat. I see how you are taking moments to place joy and excitement in the heart of your classrooms.”



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 to continue to harness their energies as advocates for public education.

Learn more at www.psea.org/retired

“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*



Student PSEA Members are the Future of Education

One of the ways PSEA can help address the growing teacher shortage is to encourage more future educators to join Student PSEA.

Learn more at www.psea.org/student

“Student PSEA helps aspiring educators make the leap to become an educator. Allowing us to substitute teach gives us the opportunities to gain authentic experience and alleviate the stress of the substitute teacher shortage.”

– **Sabreena Shaller**, *Student PSEA 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

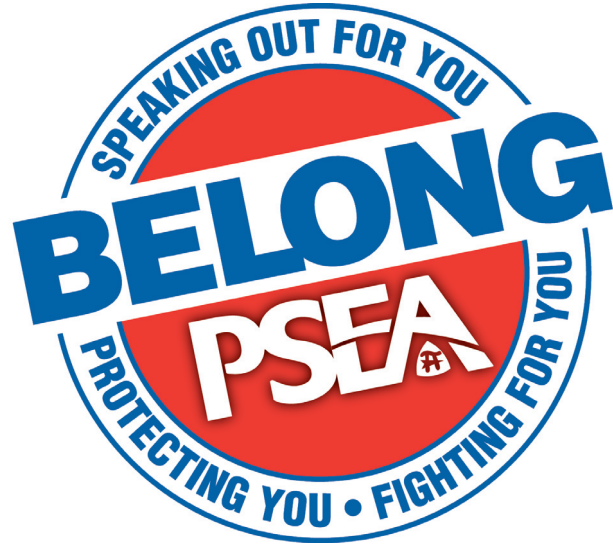
- PSEA will increase our strength by growing, engaging, unifying, and communicating with our membership.
- PSEA will operate in a fiscally responsible manner.

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
570-208-1149
800-432-8619

Northwestern Region

9 Edinboro

413 West 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

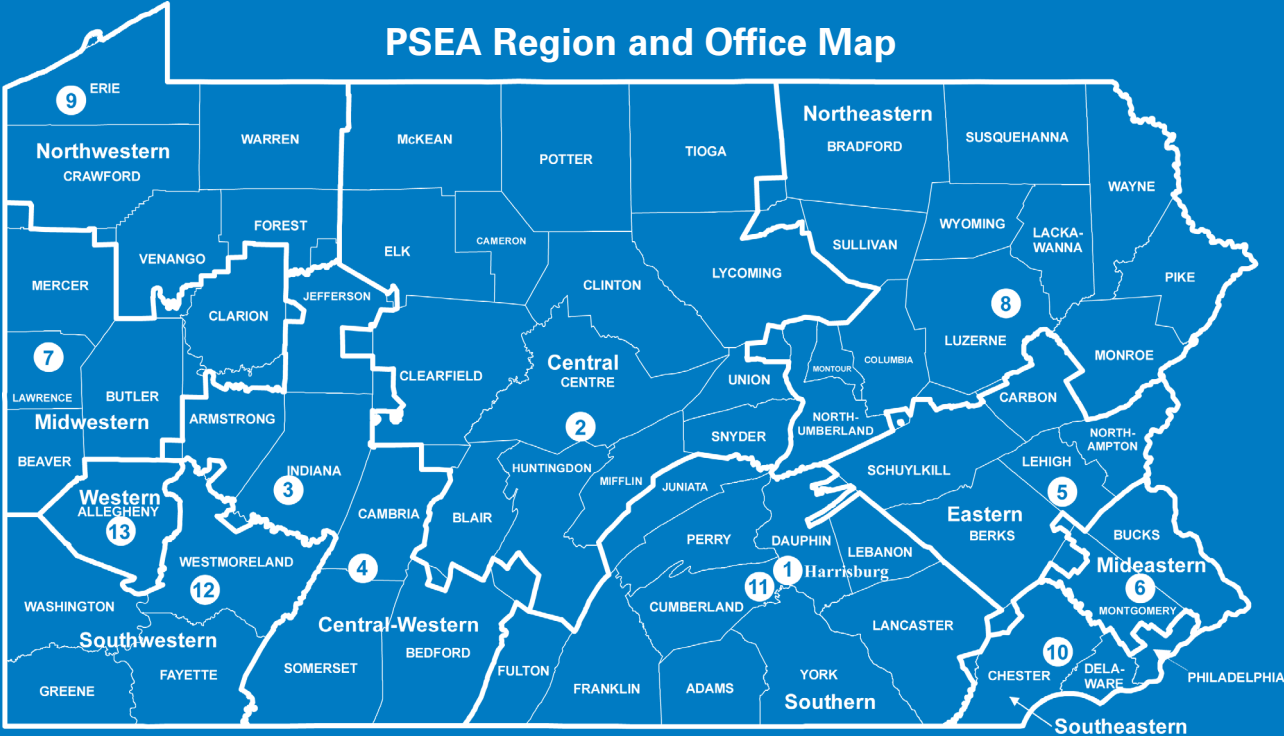
944 South
Center Ave.
Hunker 15639
724-696-3100
800-942-0415

Western Region

13 Pittsburgh

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

PSEA Region and Office Map



2022

EXECUTIVE DIRECTOR'S ANNUAL REPORT

