



# *Proposed Resolutions*

2021-2022

The constitution of the Pennsylvania State Education Association states, "The purpose of this Association shall be to promote the general educational welfare of the state, to protect and advance the interests of its members, to foster professional zeal, and to advance educational standards."

To facilitate the purposes of the Association, each House of Delegates sets forth statements of resolutions committing the Association to action. A resolution is an expression of the belief or position of the Association.

A resolution calls for the interpretation or action by various agencies including the Association.

**I. TO PROMOTE THE GENERAL EDUCATIONAL WELFARE OF THE STATE**

**I.1 The Resolutions Process**

**A-01 SAFEGUARDING THE RESOLUTIONS PROCESS**

1 The Association is committed to (1) developing its  
2 policies through a resolutions report prepared by  
3 active members by action by the House of  
4 Delegates and (2) requiring that its elected officers  
5 be accountable for progress and implementation of  
6 resolutions. The Association is committed to  
7 safeguarding this same process in the NEA.  
8 Committees, commissions, departments, and  
9 those PSEA members appointed to state boards  
10 and commissions should be knowledgeable of  
11 PSEA resolutions and adhere to the concepts  
12 therein. (80,95)

**I.2 Civil and Human Rights**

**A-02 EDUCATIONAL OPPORTUNITY FOR ALL**

1 The Association believes that public education  
2 should be provided from early childhood  
3 through adulthood, be suited to the needs of the  
4 individual, be non-segregated, be offered at  
5 public expense, and be required through the  
6 secondary school.  
7 The Association also believes that local school  
8 districts must be organized into administrative  
9 units of sufficient size, resources, and  
10 enrollment to ensure broad educational  
11 opportunities for all.  
12 The Association further believes that if privately  
13 supported nonpublic schools are selected,  
14 the cost must be borne by the individual, and  
15 the schools must meet or exceed the standards  
16 set forth by the Pennsylvania Department of  
17 Education. (81,96,18, 19)

**A-03 CIVIL RIGHTS**

1 The Association is committed to the achievement  
2 of a totally integrated society.  
3 The Association calls upon all individuals to  
4 eliminate all barriers of race, color, national origin,  
5 religion, gender, sexual orientation, age, disability,  
6 marital status, and economic status that prevent  
7 some individuals, adult or juvenile, from exercising  
8 rights enjoyed by others, including liberties  
9 decreed in common law, the Constitution, and  
10 statutes of the United States.

11 Civil order and obedience to the law must be  
12 ensured without abridgment of human and civil  
13 rights. Everyone must be assured a speedy and  
14 fair judicial process with free legal counsel for  
15 those in need. To be effective citizens, individuals  
16 must be trained and aided in developing strategies  
17 and expertise that will enable them to operate  
18 effectively in a democratic society. (93,09,17,20)

**A-04 ELIMINATION OF DISCRIMINATION AND STEREOTYPING**

1 The Association believes in the equality of all  
2 individuals. Discrimination and stereotyping  
3 based on such factors as disability, economic  
4 status, ethnicity, gender, gender expression  
5 and identity, immigration status, marital status,  
6 occupation, race, religion, and sexual  
7 orientation must be eliminated.  
8 The Association believes that equal access to all  
9 resources and programs must be available to  
10 all individuals.  
11 The Association also believes that members must  
12 take an active role in promoting tolerance and  
13 respect for all individuals in all educational settings.  
14 The elimination of discrimination and the  
15 practice of stereotyping should only occur through  
16 the addition, and not the reduction or  
17 deletion, of time and/or programs.  
18 The Association believes that the total school  
19 curriculum should incorporate the positive  
20 aspects of human relations.  
21 (80, 81, 83, 84, 95, 00, 11, 13, 16, 20)

**A-05 SEXUAL HARASSMENT**

1 The Association believes that school employees  
2 and students must be protected from sexual  
3 harassment.  
4 The Association believes that every school district  
5 must develop educational programs designed to  
6 aid in the recognition, understanding, prevention  
7 and elimination of sexual harassment.  
8 The Association believes that every school district  
9 must develop strong policies prohibiting sexual  
10 harassment.  
11 The Association further believes that every school  
12 district must develop and publicize procedures  
13 regarding sexual harassment that facilitate the  
14 reporting of incidents of sexual harassment,  
15 resolve complaints promptly, and protect the rights  
16 of all parties.  
17 The Association believes that school districts must  
18 provide counseling for students and school

19 employees who are affected by sexual  
20 harassment. (15)

**A-06 ATTACKS ON HUMAN DIGNITY**

1 The Association believes in the preservation of  
2 human dignity for all people. The Association  
3 rejects the use, commercial or otherwise, of  
4 names, symbols, caricatures, emblems, logos, and  
5 mascots that promote prejudice. (99,00,18)

**I.3 School Funding**

**A-07 EQUITABLE SCHOOL FUNDING**

1 The Association supports legislation that creates  
2 an education funding formula that would allocate  
3 state tax revenues to public schools in a fair,  
4 transparent, and equitable manner, as well as  
5 provide targeted property tax relief. Any tax relief  
6 proposal worthy of consideration must address the  
7 present and future needs of public schools and  
8 provide sufficient funding to replace any lost  
9 property tax revenue.  
10 The Association opposes any legislative effort that  
11 drains school subsidies from public schools by  
12 capping future funding at a rate that does not  
13 reflect actual costs. (14)

**A-08 FINANCIAL RESPONSIBILITY FOR EDUCATION**

1 The Association affirms and supports the mandate  
2 of the state constitution to the General Assembly to  
3 maintain and support a thorough and efficient  
4 system of public education that guarantees  
5 educational opportunities and resources for every  
6 resident.  
7 The Association also believes in a broad-based  
8 federal, state, and local tax program that equitably  
9 and fully funds the needs of all public-school  
10 entities as well as any federal and state mandates  
11 without referenda.  
12 The Association further believes that subsidies to  
13 public school entities should be paid in full at the  
14 beginning of each month.  
15 The Association believes that all state and federal  
16 laws, regulations, and mandates governing public  
17 schools must apply to any publicly funded  
18 educational provider.  
19 (80,81,82,86,87,90,94,95,99,06,13,17)

**A-09 FINANCIAL RESPONSIBILITY FOR PUBLIC  
VOCATIONAL, CAREER, AND TECHNICAL  
EDUCATION**

1 The Association supports legislation that provides  
2 increases for the student reimbursement ratio and  
3 all recognized programs of public vocational,  
4 career, and technical education.  
5 The Association recommends that all funding for  
6 public vocational, career, and technical education  
7 should be allocated on the basis of the educational  
8 services provided and persons served. (13)

**A-10 FINANCIAL RESPONSIBILITY FOR SPECIAL  
EDUCATION**

1 The Association believes that all special education  
2 services should be fully funded by state  
3 and federal revenues.  
4 The Association believes that full funding based on  
5 the principle of excess cost is the most effective  
6 method for delivery of services to special education  
7 students within the Commonwealth.  
8 (82,89,90,98,17,18)

**A-11 PUBLIC HIGHER EDUCATION**

1 The Association believes that Pennsylvania must  
2 maintain and adequately fund a system of public  
3 higher education in order to guarantee that every  
4 qualified resident will have the opportunity to enroll  
5 in public higher education.  
6 The Association also believes tuition for  
7 Pennsylvania residents should be eliminated at all  
8 public state and state-related colleges and  
9 universities. The Association further believes each  
10 institution should maintain its own identity and  
11 admissions program. Each program should include  
12 an initiative to increase enrollment of minority and  
13 underrepresented student populations.  
14 (80, 82, 83, 99,12,13,17,20)

**A-12 COMMUNITY COLLEGES**

1 The Association believes that a tuition-free  
2 community college education should be available  
3 within each county and must be accessible to all  
4 Pennsylvania residents. Financial responsibility for  
5 community colleges must lie with the State and  
6 local sponsor(s), and financial constraints should  
7 never be the reason for limiting the number of  
8 students. Further, in the event of a budgetary  
9 surplus at the end of the fiscal year, those funds  
10 shall be retained for the betterment of the college  
11 and its students. The Association also believes that  
12 community colleges should maintain separate  
13 identities and conduct open admissions programs.  
14 The Association further believes that community  
15 colleges should provide courses that will assist  
16 education employees in obtaining and maintaining  
17 certification. The Association believes that full-time  
18 community college students should have elected  
19 representation with full voting privileges on  
20 community college boards of trustees in the  
21 Commonwealth of Pennsylvania.  
22 (80,85,91,93,98,07,10,11,18,20)

**A-13 SCHOOL TRANSPORTATION**

1 The Association believes that a school bus is the  
2 safest form of transportation and that all eligible  
3 students should be encouraged to ride the bus. All  
4 school buses must be owned, operated, and  
5 staffed by the local school entity with the best  
6 interests of all students being of primary concern.  
7 Each bus driver must be assisted by either human  
8 and/or mechanical monitors.

9 The Association also believes that all safety  
10 requirements for buses and other vehicles must be  
11 stringently enforced and overcrowding prohibited.  
12 Student driving privileges should be restricted to  
13 cases of need as determined by the school entity.  
14 The Association further believes that all aspects of  
15 public school transportation should be totally  
16 funded by the state. The Association opposes the  
17 subcontracting of school transportation services.  
18 The Association believes transportation for  
19 nonpublic school students should not be provided  
20 at public expense. (80,81,84,03,10)

#### **A-14 SERVICES AND SUPPORTS FOR CAREGIVERS**

1 The Association believes that state initiatives  
2 designed to provide information about available  
3 services and supports for all designated caregivers  
4 of children are beneficial and should be adequately  
5 funded. (15)

#### **A-15 VOUCHERS AND TAX CREDITS**

1 The Association opposes the use of vouchers,  
2 tuition tax credits, or tuition tax deductions as a  
3 way of diverting funds from public education.  
4 (84,88,04)

#### **A-16 PUBLIC REFERENDA**

1 The Association opposes public referenda on  
2 school budgets in any form and by any name. (04)

### **I.4 Educational Law and Government**

#### **A-17 AWARENESS OF LAW IN THE PROFESSION**

1 The Association believes that copies of the laws,  
2 regulations, standards, guidelines, and basic  
3 education circulars affecting education and the  
4 profession should be readily accessible at the  
5 place of employment. Courses pertaining to school  
6 laws, regulations, standards, and guidelines should  
7 be included in all teacher preparation programs  
8 that lead to certification. (87,01)

#### **A-18 EDUCATIONAL POLICY AND GOVERNANCE**

1 The Association believes that a single state board  
2 of education, elected by professionals currently  
3 engaged in education, should be the policy-making  
4 body for educational programs in Pennsylvania.  
5 The Association also believes that policy makers  
6 must be selected for service based on competence  
7 and not on partisanship. Policy makers must  
8 understand their responsibility to ensure equitable  
9 educational opportunities for all.  
10 The Association further believes that provisions  
11 must be established for professional  
12 educators to work effectively and ethically on  
13 questions of school policies and professional  
14 conditions. (80,87,95,19)

#### **A-19 GOVERNMENTAL COMMUNICATIONS**

1 The Association believes communication with

2 legislative and executive branches must be  
3 maintained without conceding the positions taken  
4 on issues by the Houses of Delegates.  
5 (82,91,02,03)

#### **A-20 ACCESS TO PUBLIC INFORMATION/ SUNSHINE LAW**

1 The Association supports the Pennsylvania  
2 "Sunshine Law" and believes the law must be fully  
3 implemented. Pennsylvania's "Sunshine Law" must  
4 be implemented in spirit as well as in letter. The  
5 Association at state and local levels should  
6 cooperate in exposing violations of the "Sunshine  
7 Law" as it relates to any governing board. (80,97)

#### **A-21 GERRYMANDERING**

1 The Association opposes the gerrymandering of  
2 legislative and congressional districts. The  
3 Association supports redistricting standards  
4 that take into consideration the compactness of  
5 districts as well as the preservation of communities  
6 of interest by splitting counties and municipalities  
7 only when absolutely necessary to meet population  
8 guidelines.  
9 The Association also supports efforts to require  
10 that when legislative and congressional seats are  
11 redistricted following the decennial census that in  
12 addition to current requirements for districts to be  
13 equal in population, the districts should be drawn  
14 so as to maximize compactness and avoid  
15 whenever possible the splitting of county and  
16 municipal boundaries. (16, 21)

### **I.5 Public Perceptions of Education**

#### **A-22 PROPONENTS OF PUBLIC EDUCATION**

1 The Association believes that it must work  
2 cooperatively and collectively with all  
3 organizations, coalitions, and agencies whose  
4 interests and goals are to promote and improve the  
5 quality of public education at all levels.  
6 The Association also believes that it must  
7 continually work to engage private citizens to  
8 actively support public education.  
9 (80,87,88,96,04,11,14)

#### **A-23 OPPONENTS OF PUBLIC EDUCATION**

1 The Association must be continually aware of the  
2 efforts of those individuals or groups identified as  
3 opponents of public education. The Association  
4 must monitor opponents' actions and agendas and  
5 disseminate regular updates of their impact on the  
6 Association. (82,88,93,98, 19)

#### **A-24 PUBLIC RELATIONS**

1 The Association believes the goals of public  
2 education should be promoted through active and  
3 positive public relations, highlighting the  
4 achievements of both students and education  
5 employees. (80,93,00,01,05)

**I.6 School Operations**

**A-25 SCHOOL CALENDAR/DAY**

1 The Association believes that school calendars  
2 must not be legislatively fixed and must be based  
3 on local negotiations. The Association also  
4 believes that school calendars should be  
5 collaboratively designed by the bargaining unit and  
6 the school district or designated committee.  
7 Professional bargaining unit members must have  
8 input into the complete structure of the school day  
9 and calendar. The Association also believes that  
10 any plan to recover state mandated school days  
11 lost due to weather emergencies, natural disasters,  
12 epidemics, or other unforeseen circumstances  
13 must be negotiated and agreed to by all affected  
14 bargaining units. The Association further believes  
15 that any increase in the length of school  
16 calendar/year beyond the mandated 180-day  
17 school year must be accompanied by proportional  
18 increases in salaries and fringe benefits for all  
19 employees. (90,95,97,05,12,14,20)

**A-26 CONSOLIDATION/DECONSOLIDATION OF SCHOOL DISTRICTS**

1 The Association believes that any proposal  
2 advocating for consolidation or deconsolidation of  
3 school districts must originate with and be  
4 executed by all local stakeholders as well as  
5 adhere to democratic processes.  
6 The Association also believes that there must be  
7 no reduction in educational programs or offerings  
8 from any such proposal.  
9 The Association further believes that all  
10 education employees must be maintained and  
11 treated equitably, and suffer no demotion in  
12 position, salary, benefits, protections, or bargaining  
13 and due process rights.  
14 The Association believes that employees of  
15 newly consolidated or deconsolidated districts  
16 must maintain membership in local, state and  
17 national affiliates. (11,12,18)

**II. TO PROTECT AND ADVANCE THE INTEREST OF ITS MEMBERS**

**II.1 Basic Rights of Members**

**B-01 DIGNITY AND RESPECT**

1 The Association believes that all education  
2 employees must be treated with dignity and  
respect. (09,11)

**B-02 ACADEMIC, PERSONAL, AND PROFESSIONAL FREEDOM**

1 The Association believes that academic, personal,  
2 and professional freedom is essential to the well-  
3 being of the teaching profession. Academic  
4 freedom includes the right of the teacher

5 and learner to present, discuss, and explore  
6 controversial and divergent points of view in an  
7 atmosphere conducive to the quest for knowledge  
8 and truth. In order to achieve this, procedures must  
9 be established which guarantee that the  
10 professional staff has the right to select materials,  
11 methods, and strategies that it believes to be most  
12 appropriate to the curriculum and to the maturity  
13 level of the students without censorship or  
14 legislative interference. The professional staff must  
15 be free to exercise this judgment without fear of  
16 institutional pressure of reprisal.  
17 Challenges on the choice of instructional materials  
18 must be orderly and objective, under procedures  
19 mutually adopted by professional associations and  
20 school boards.  
21 Personal freedom includes all of those rights that  
22 American citizens enjoy under the U.S.  
23 Constitution, regardless of occupation.  
24 Educators should not be penalized personally or  
25 professionally for exercising their constitutional  
26 rights.  
27 Professional freedom includes the right of  
28 educators to advocate their professional points of  
29 view and to evaluate and criticize the policies and  
30 actions of the local school entity in which they are  
31 employed without fear of reprisal.  
32 Educators have the right and obligation to assist  
33 colleagues when their academic, personal, or  
34 professional freedom is threatened or violated.  
35 (80,88,90,91)

**B-03 COLLECTIVE BARGAINING AND GRIEVANCE PROCEDURES**

1 The Association believes that local associations  
2 and policymaking boards must negotiate written  
3 master contracts. Such contracts shall result from  
4 negotiation in good faith between associations and  
5 such boards, through representatives of their  
6 choosing, to establish, maintain, protect, and  
7 improve terms and conditions for educational  
8 service and other matters of mutual concern  
9 including a provision for financial responsibility.  
10 The Association encourages local associations to  
11 see that all education employees are guaranteed a  
12 realistic opportunity for decisive participation in the  
13 establishment of instructional policies. Local  
14 associations are encouraged to become familiar  
15 with and work to attain contracts consistent with  
16 PSEA Collective Bargaining Goals. Procedures for  
17 the resolution of impasse must be provided in the  
18 master contract with definite steps to appeal the  
19 application of interpretation of board policies and  
20 agreements. Binding arbitration shall be a part of  
21 the grievance procedure. Those representing local  
22 associations in the negotiation process shall be  
23 granted released time without loss of pay.  
24 The Association believes that the employment of  
25 non-PSEA negotiators is not in the best interest of  
26 PSEA members organizationally, financially, or

27 professionally and is, therefore, not encouraged.  
28 Faculty and first-level supervisors, in order to  
29 preserve professional relationships within school  
30 staffs, should not be negotiators for boards.  
31 The Association encourages new education  
32 employees to accept initial employment with those  
33 areas or districts where master contracts have  
34 been negotiated.  
35 Members of the Association should be involved in  
36 the development of guidelines for recruitment,  
37 appointment, orientation, evaluation, transfer,  
38 promotion, and dismissal of all professional  
39 personnel. The rights and privileges of all  
40 education employees should always be respected  
41 regardless of what organization has sole  
42 negotiation rights. (80,90,95,97,02)

#### **B-04 PROFESSIONAL SANCTIONS**

1 The Association supports the use of professional  
2 sanctions in the form of public censure of any  
3 school entity that fosters educational or  
4 professional conditions which deter quality  
5 teaching or learning.  
6 The Association will also discourage prospective  
7 employees from applying to work in such entities.  
8 (87,03)

#### **B-05 PUBLIC EMPLOYEE RELATIONS ACTS**

1 The Association believes in a strong public sector  
2 collective bargaining law. The Association believes  
3 that all education employees need to be aware of  
4 the principles, concepts, and implications of Acts  
5 195 and 88. The collective bargaining process  
6 should be a part of all teacher education and  
7 continuing education programs. It also believes  
8 that legislation is needed to:  
9 (1) expand items mandated as negotiable to  
10 include educational matters relating to curriculum  
11 and school programs and  
12 (2) give all education employees, other than the  
13 chief educational administrator and other  
14 commissioned officers, but specifically including all  
15 other administrators, supervisors, and special  
16 service personnel, the right to collective  
17 negotiations with the board of school directors or of  
18 trustees in bargaining units whose inclusiveness is  
19 determined by the total education employees  
20 involved.  
21 The Association supports passage of a strong  
22 federal collective bargaining law for education  
23 employees. (80,81,93,95,96,04,08)

#### **B-06 POLITICAL ACTION**

1 The Association reaffirms the constitutional right  
2 and obligation of all education employees,  
3 individually and/or collectively, to participate in all  
4 aspects of the democratic political process and  
5 encourages all education employees, to actively do  
6 so. The Association must resist any efforts to deny  
7 or suppress the exercise of those rights. The

8 Association should assist local associations in  
9 bringing action against any policymaking board  
10 which abrogates the political rights of education  
11 employees. Provisions should be made to enable  
12 education employees to serve in any public office  
13 without personal loss and/or curtailment of annual  
14 increments, tenure, retirement, fringe benefits, or  
15 seniority rights.  
16 The Association endorses PSEA-PACE, the PSEA  
17 political action committee, and strongly urges  
18 members and friends of education to support it  
19 through individual involvement and contributions.  
20 The Association opposes legislation that would  
21 uniformly impose expenditure limits without regard  
22 to PAC size. (80,87,95,07,09)

#### **B-07 PSEA - POLITICAL ACTION COMMITTEE FOR EDUCATION (PACE)**

1 The Association encourages its members to  
2 participate in the process of reviewing and  
3 recommending candidates for political office and  
4 strongly encourages all members and friends of  
5 education to support all recommended candidates.  
6 The Association also believes that members  
7 must be allowed to contribute to PACE through  
8 payroll deduction. The Association opposes  
9 legislation that would uniformly impose expenditure  
10 limits without regard to the size of a political action  
11 committee (PAC). (11,12, 21)

#### **B-08 PAYROLL DEDUCTION**

1 The Association believes that payroll deduction is  
2 an essential right of all public employees that  
3 should be guaranteed by law. The Association  
4 also believes that all local associations should  
5 adopt contract language that guarantees the right  
6 to have payroll deduction. The Association  
7 opposes any effort to limit the right to payroll  
8 deduction for professional association dues, fair  
9 share contributions, and PSEA/NEA Political  
10 Action Committee contributions.  
11 The Association also opposes all attempts to limit  
12 this right through the imposition of fees or  
13 surcharges. (12,13)

#### **B-09 EMPLOYEE BENEFIT PLANS**

1 The Association believes that state and federal  
2 programs, such as the Pennsylvania 529  
3 Guaranteed Savings Plan, should be made  
4 available to school employees through payroll  
5 deduction. (10)

#### **B-10 FAIR SHARE**

1 The Association believes that Fair Share must be  
2 instituted in all PSEA locals. Those who do not join  
3 the association will be required to pay their fair  
4 share of legal and other necessary expenses that  
5 are involved in the negotiations process and  
6 grievance procedures. The Association opposes  
7 legislation that eliminates or limits the collection of

**B-11 PROFESSIONAL COMPENSATION**

1 The Association believes that all professional  
2 education employees should be fairly and  
3 reasonably compensated. Salary schedules, as  
4 well as hourly wage tables, should be based on  
5 certification, degrees, professional development,  
6 experience, responsibility, and length of contract  
7 year. Professional employees should have  
8 mandated salary schedules and/or hourly wage  
9 tables with automatic annual increments.  
10 All educators must be paid on a pro rata salary for  
11 service beyond the mandated 180-day school  
12 term. All educators transferring between school  
13 districts and intermediate units or career and  
14 technical centers should be granted full credit for  
15 professional experience in the matter of salaries  
16 and fringe benefits in accordance with the  
17 employing school entity's contract.  
18 The Association believes that all credits beyond  
19 the baccalaureate degree including graduate,  
20 undergraduate, inservice classes, and related  
21 experiences outside of the classroom should be  
22 used to determine master's equivalency and/or  
23 placement on the salary schedule.  
24 In addition to collectively bargained wages, the  
25 Association believes that hourly education  
26 employees should receive increases proportional  
27 to any increases in the minimum wage.  
28 (81,90,00,06,11,15)

**B-12 MERIT PAY**

1 The Association opposes merit pay in any form  
2 and by any name. (84,00)

**B-13 CLEARANCES**

1 The Association believes that all mandated  
2 criminal background clearances should be funded  
3 by government sources. (15)

**B-14 WORKERS COMPENSATION**

1 The Association believes that all education  
2 employees who are injured in the workplace or  
3 while performing their contractual duties should  
4 maintain all legal and contractual rights and  
5 benefits until medically cleared to return to work.  
6 Furthermore, the Association believes that all  
7 education employees shall be informed of the  
8 available entitlements under workers  
9 compensation insurance as required by law. (07)

**B-15 HEALTH CARE**

1 The Association believes that a comprehensive  
2 health insurance program must be an essential  
3 part of the total compensation for all education  
4 employees. Each local association should actively  
5 participate in any negotiations between the  
6 employer and health care providers or third-party  
7 insurers. (85,91,97)

**B-16 EXTENSION OF BENEFIT**

1 The Association believes that all spousal benefits  
2 should be fully extended to all domestic partners.  
3 (13)

**B-17 STATEWIDE HEALTH CARE PLAN**

1 The Association supports a voluntary statewide  
2 health care plan for all active and retired public  
3 school employees consisting of medical,  
4 prescription, dental and vision coverage that is  
5 identical or better than benefits provided in existing  
6 collective bargaining agreements and/or retirement  
7 plans; that is fully funded by the state and local  
8 school entities; and has local Trusts/Consortia  
9 including Taft/Hartley Trusts as part of the delivery  
10 system. (07,15)

**B-18 STRIKES IN SCHOOL ENTITIES**

1 The Association believes that the right to strike is a  
2 fundamental right of all education employees  
3 which must be preserved by law. The Association  
4 further believes that a strike is an appropriate  
5 method of facilitating the resolution of an impasse.  
6 The Association believes that the method of  
7 striking used by the local association shall be  
8 decided at the local level.  
9 The Association believes that in the event of a  
10 strike by employees of a school district, all  
11 activities, including extracurricular and cocurricular,  
12 should cease.  
13 The Association believes that substitutes and  
14 personnel outside the bargaining unit should not  
15 be used to take the place of bargaining unit  
16 members during a work stoppage. It further  
17 believes that videos, computer programs and other  
18 technical devices should not be used to replace  
19 any education employee during a strike.  
20 The Association believes that strikebreaking is an  
21 unprofessional act which jeopardizes the  
22 bargaining process, and therefore, strikebreakers  
23 will be subject to member discipline.  
24 The Association believes that vocational-technical  
25 and special education students should not be  
26 returned to sending school districts during  
27 vocational-technical or intermediate unit  
28 association strikes.  
29 The Association believes that no education  
30 employees should be compelled to cross the picket  
31 lines of bargaining units in other districts.  
32 The Association believes that binding arbitration is  
33 only acceptable when mutually agreed to by both  
34 parties in the negotiating process.  
35 (80,86,90,94,96,97,00,07,08)

**B-19 TENURE**

1 The Association believes that all certificated  
2 educators must be guaranteed the right to tenure  
3 and opposes any attempt to seek detrimental  
4 changes to that right. It further believes that no

5 professional employee may be demoted,  
6 suspended, or dismissed without being afforded  
7 full due process as guaranteed by law. (80,93)

**B-20 SENIORITY: REDUCTION IN FORCE AND RECALL**

1 The Association believes that in the event of  
2 reduction in force, seniority within the area(s) of  
3 certification or job classification in the local school  
4 entity should be the sole criterion in determining  
5 the order in which layoffs and demotions occur.  
6 The Association believes that all employees shall  
7 have realignment and recall rights based solely on  
8 seniority. (99,12)

**B-21 JUST CAUSE**

1 The Association believes that all education  
2 employees must be guaranteed Just Cause. It  
3 further believes that no employee may be  
4 demoted, suspended, or dismissed without being  
5 afforded full due process. (97)

**B-22 ETHICAL DISCIPLINARY PRACTICE**

1 The Association opposes any fabrication or  
2 exaggeration of allegations and/or evidence to  
3 initiate or advance disciplinary action against an  
4 employee. (19)

**B-23 LEAVES OF ABSENCE**

1 The Association supports legislation designed to  
2 (1) provide each education employee with at  
3 least three days leave each year for personal  
4 reasons without loss of pay, (2) provide for  
5 transfer of all accumulated unused sick leave from  
6 one district or institution to another, (3) provide that  
7 sabbatical leave in the school code be considered  
8 as minimum and allow for split sabbaticals, (4)  
9 provide childbearing and childcare leaves of  
10 sufficient length, and (5) provide that education  
11 employees have the right to a leave for cause  
12 when such persons do not qualify for sabbatical  
13 leave. Education employees who receive leaves  
14 shall retain their rights to their positions and  
15 seniority. Sick leave must be based proportionally  
16 on the number of days employed per year.  
17 (80,89,96,97,20)

**B-24 SABBATICAL LEAVES**

1 The Association believes that sabbatical leaves for  
2 professional employees are an important and  
3 necessary means for improving and maintaining  
4 educational skills, experiences, and health.  
5 The Association further believes sabbatical leaves  
6 for study, travel, and health fulfill these goals; and  
7 should be provided.  
8 The Association believes that a local school board  
9 must not impose any specific or minimum  
10 requirements for sabbatical leaves. (96,97)

**B-25 BEREAVEMENT LEAVE**

1 The Association believes that all education  
2 employees are entitled to bereavement leave  
3 without loss of pay. The Association also believes  
4 that bereavement leave should be extended to  
5 include death of an immediate family member or  
6 near relative of a member of the employee's  
7 household. (10)

**B-26 MILITARY LEAVE**

1 The Association believes that all education  
2 employees who serve in the military should  
3 maintain all legal and contractual rights and  
4 benefits, including insurance coverages and the  
5 difference between their school district salary and  
6 their military pay, while on active duty. (07,08)

**B-27 RELEASED TIME FOR RELIGIOUS OBSERVANCE**

1 The Association believes that when a day of major  
2 religious observance of an education employee  
3 falls on a school day, released time, other than a  
4 personal day, should be granted for the purpose of  
5 religious observance. (81,97)

**B-28 DEFINED BENEFIT PLAN**

1 The Association believes a defined benefit pension  
2 plan must be maintained. The Association  
3 opposes any effort to convert to a defined  
4 contribution pension plan. The Association also  
5 opposes the creation of a two-tiered retirement  
6 benefit plan.  
7 The Association further believes that all rights and  
8 benefits of retirees participating in Pennsylvania  
9 public employees' retirement systems must be  
10 maintained and guaranteed.  
11 The Association opposes any efforts to reduce or  
12 eliminate existing retirement benefits for active and  
13 future participants in Pennsylvania public  
14 employees' retirement systems, including, but not  
15 limited to, the 2.5 multiplier, lump sum withdrawal  
16 of employee contributions and interest, and the  
17 Health Options Premium Assistance. (09,10,12)

**B-29 HEALTH ASSISTANTS/HEALTH AIDES**

1 The Association believes that it is the role of health  
2 assistants/health aides to assist certificated school  
3 nurses to accomplish health-related tasks. Health  
4 assistants/health aides should not replace and  
5 must be directed by certificated school nurses.  
6 Health assistants/health aides must not be asked  
7 to perform the duties of certificated school nurses  
8 and must be provided with appropriate orientation  
9 and training.  
10 The Association vigorously opposes the use of any  
11 unlicensed personnel to be included in the  
12 administration of medication or other medical  
13 services. (00)

## II.2 Protection of the Members

### B-30 RETIREMENT

1 The Association believes that public school  
2 employees should have the option of full retirement  
3 after 25 years of service at any age without  
4 penalty.  
5 The Association also urges its local affiliates to  
6 negotiate early retirement incentives in their local  
7 school entities in order to secure benefits that  
8 would make full retirement with 25 years of service  
9 a viable option. Until this goal is met, the  
10 Association should work to make the 30 and out  
11 retirement option permanent.  
12 The Association believes that benefits paid to  
13 retired public school employees must automatically  
14 increase annually in proportion to the cost of living  
15 and recommends substantially increasing the  
16 supplemental state annuity minimum. The  
17 Association further recommends that any future  
18 supplemental annuity reflect the actual cost of  
19 living and should include an additional graduated  
20 increase for pre-ACT 9 retirees. The Association  
21 also believes that future cost-of-living increases  
22 should be applicable to the beneficiaries of the  
23 annuitants. The Association recommends  
24 legislation which would allow vesting after five  
25 years of service. The Association believes the  
26 members of the retirement system should be  
27 permitted to change the chosen retirement option  
28 at any time within one year after the original choice  
29 of option.  
30 The Association recommends that members of the  
31 retirement system be permitted to use all earned  
32 sick leave accumulated prior to the effective date  
33 of retirement or to use such earned sick leave for  
34 additional retirement credit, and to use any and all  
35 income earned from a school entity for the  
36 computation of retirement benefits.  
37 The Association believes that paid family health  
38 insurance should be provided for all retirees.  
39 The Association believes that public school  
40 employees should have the right to purchase  
41 private or Pennsylvania non-public school service  
42 retirement credit in accordance with the existing  
43 provisions for purchasing out-of-state service.  
44 The Association supports safeguards for the  
45 retirement system that prevent misuse of assets  
46 and guarantees full funding.  
47 The Association believes that vocational-technical  
48 educators should have the right to purchase  
49 retirement credit for certain prior work experience  
50 in their area of specialization.  
51 The Association believes that school nurses should  
52 have the right to purchase for retirement purposes  
53 the one-year general nursing experience  
54 prerequisite for certification.  
55 The Association supports the elimination of  
56 fractional years of credited service which have

57 resulted from a work stoppage by utilizing any days  
58 worked beyond 180 in subsequent years to offset  
59 lost days.  
60 The Association believes that age should not be a  
61 factor in determining the continued employment of  
62 public school employees.  
63 The Association recommends that the office  
64 practice of the Public-School Employees'  
65 Retirement System be improved regularly to  
66 guarantee the most efficient and timely service to  
67 all members. The Association believes the PSERS  
68 Board of Trustees should have the right of access  
69 to independent counsel.  
70 The Association believes that an annual statement  
71 of the status of experience of the retirement fund  
72 should be prepared at the conclusion of each fiscal  
73 year and made available upon request to any  
74 member of the retirement system.  
75 (80,81,82,83,86,87,88,90,94,97,98,09,17)

### B-31 RETIREMENT SYSTEM FUNDING

1 The Association supports safeguards that (1)  
2 prevent any misuse of assets and (2) guarantee  
3 full funding for the retirement system.  
4 The Association believes the Commonwealth as  
5 well as other contributors of the Public-School  
6 Employees' Retirement System should be required  
7 to submit payments on a current basis and that a  
8 penalty and legal means should be used to ensure  
9 compliance.  
10 The Association believes that the employee  
11 contribution to the Public-School Employees'  
12 Retirement System should never exceed the  
13 percentage paid by the employer or the state.  
14 The Association supports federal legislation  
15 providing for the deduction of mandatory employee  
16 contributions from taxable income with the tax on  
17 such contributions deferred until after retirement.  
18 (98,02,05,07,09,17)

### B-32 NONDISCRIMINATORY PERSONNEL POLICIES/AFFIRMATIVE ACTION

1 The Association believes that personnel policies  
2 and practices must guarantee that no person be  
3 employed, retained, paid, dismissed, suspended,  
4 demoted, transferred, or retired because of race,  
5 color, national origin, religious beliefs, residence,  
6 disability, political activities, professional  
7 association activity, age, marital status, family  
8 relationship, gender, or sexual orientation.  
9 The Association urges the development and  
10 implementation of affirmative action plans and  
11 procedures that will encourage active recruitment  
12 and employment of women, minorities, and men in  
13 underrepresented education categories.  
14 (80,84,93,99)

### B-33 CRIMINAL CHARGES

1 The Association believes that if any employee has  
2 been dismissed/suspended because of criminal

3 charges, the employee shall be reinstated to  
4 his/her former position in the school entity upon  
5 exoneration or dismissal of charges. The school  
6 entity should compensate the employee for legal  
7 expenses for school related charges, loss of  
8 pay, incidentals, benefits, and privileges as if  
9 continuously employed.  
10 The Association further believes that no employee  
11 should be compelled to disclose any prior arrest for  
12 any crime of which the employee has been  
13 acquitted, for which sufficient time has passed for  
14 such records to be expunged, or for which charges  
15 have been dismissed. (83,12)

**B-34 EMPLOYEE PERSONAL ASSISTANCE PROGRAMS (EPAP)**

1 The Association supports the establishment of  
2 Employee Personal Assistance Programs (EPAP)  
3 to provide assistance to employees in stressful  
4 situations. Procedures to implement an EPAP  
5 should be established by cooperative efforts  
6 among the Association, the school entity, the  
7 individual, and existing community services.  
8 Information pertaining to persons utilizing EPAP  
9 should be held in strictest confidence. (85)

**B-35 DRUG TESTING**

1 The Association is opposed to mandatory drug  
2 testing of its members. (87)

**B-36 DRUG TESTING OF STUDENTS**

1 The Association opposes requiring school  
2 employees to perform or participate in student drug  
3 testing. The Association believes that any school  
4 employee required to perform such duties must be  
5 absolved from all liability. (13,17)

**B-37 HUMAN IMMUNODEFICIENCY VIRUS (HIV)/ACQUIRED IMMUNODEFICIENCY SYNDROME (AIDS)**

1 The Association is opposed to mandatory  
2 screening of blood to detect the presence of  
3 HIV/AIDS antibodies. The Association supports the  
4 protection of the rights of those employees who  
5 have contracted HIV/AIDS and is opposed to  
6 discrimination against such employees.  
7 (86,87,95,96)

**B-38 COMMUNICABLE DISEASE PREVENTION**

1 The Association believes all school entities must  
2 work with the Pennsylvania Department of Health  
3 and Human Services to create a plan of action in  
4 order to correctly clean, disinfect, and sanitize all  
5 school facilities in a safe and protective manner.  
6 Door handles, desktops, and other frequently  
7 touched items must be disinfected and sanitized  
8 on a daily basis by properly trained custodial staff  
9 using medical grade disinfectant with medical  
10 grade protective equipment.  
11 The Association also believes that school entities

12 must bear the responsibility for providing the  
13 necessary training and equipment to keep all  
14 staff safe when dealing with communicable  
15 diseases. Contract language must be developed  
16 that would provide hazard pay for all school  
17 employees that continue to go into the workplace  
18 during an epidemic/pandemic. Education  
19 employees who are in compromised health or in a  
20 high-risk group should be provided a temporary  
21 leave that would not negatively impact their pay or  
22 benefits.  
23 The Association further believes that school  
24 entities must supply hand sanitizer in the cafeteria,  
25 all classrooms, and hallways. Additionally, school  
26 entities should provide opportunities for and  
27 instruction in proper hand washing for all staff and  
28 students. (19)

**B-39 PANDEMIC QUARANTINE AND HAZARD PAY**

1 The Association believes that any school district  
2 employee quarantined because of an  
3 administrative directive should receive full pay  
4 without loss of benefits, including PSERS credit  
5 and sick days.  
6 The Association further believes that any  
7 education support professional required by their  
8 employer to work during a pandemic should be  
9 compensated at an agreed upon hazard pay rate.  
10 (20)

**B-40 EMPLOYMENT DURING A PANDEMIC**

1 The Association believes that education  
2 employees should not be mandated to work under  
3 unsafe conditions during a pandemic and must be  
4 allowed to work remotely to the greatest degree  
5 possible without loss of pay, position, benefits, or  
6 seniority. Priority to remote positions should be  
7 given to those in high risk or immunocompromised  
8 groups. (20)

**B-41 RESIDENCY REQUIREMENTS**

1 The Association and its locals should work actively  
2 to combat attempts to include residency  
3 requirements as conditions of employment by  
4 negotiating non-residency clauses into local  
5 contracts. (81,95,02)

**B-42 PROTECTION OF EDUCATION EMPLOYEES**

1 The safety of all school employees must be  
2 guaranteed by procedures that eliminate from all  
3 schools firearms and other weapons carried by  
4 unauthorized persons. The Association insists  
5 upon the enactment and enforcement of laws and  
6 the development of policies and procedures to  
7 guarantee the safety of education employees from  
8 physical attacks on their persons or property.  
9 The Association believes any form of verbal,  
10 electronic, or written abuse of education  
11 employees is inappropriate. Therefore, guidelines  
12 for dealing with verbal abuse must be developed

13 and appropriate action must be taken for all cases  
14 of abuse.  
15 The Association further believes that all  
16 education employees should receive adequate  
17 training in order to deal with any form of abuse as  
18 well as physical assaults, and crisis management.  
19 The Association believes that proper procedures,  
20 based on medical and scientific research and  
21 recommendations, must be adopted and enforced  
22 to protect education employees from infectious  
23 diseases in the school setting.  
24 (81,87,93,95,97,99,02)

#### **B-43 SCHOOL SECURITY**

1 The Association strongly opposes the arming  
2 of any education professional or education support  
3 personnel. The Association believes that school  
4 entities have a responsibility to hire trained security  
5 personnel to perform all duties related to  
6 screening, search, and seizure of firearms, other  
7 weapons, and contraband upon student or public  
8 entry into a school building.  
9 Furthermore, the Association believes that such  
10 duties present a potential hazard to the health and  
11 well-being of students and education employees,  
12 and must not be required of anyone not specifically  
13 hired and trained to perform these duties. (13,18)

#### **B-44 HEALTHFUL SCHOOL ENVIRONMENT**

1 The Association believes that the school  
2 environment must be maintained to guarantee  
3 optimal health of students and staff. The  
4 Association also believes clean air, proper  
5 ventilation, appropriate climate control within the  
6 building, and clean water are essential to a  
7 healthful learning environment.  
8 The Association believes that students and staff  
9 must be protected from all potentially hazardous  
10 substances. The Association urges that standards  
11 and safeguards be established and programs for  
12 the prevention and elimination of health hazards  
13 be enacted by the appropriate school governing  
14 body after input from the local association. It  
15 further urges its affiliates to support state and  
16 federal legislation that would set health and safety  
17 standards, provide for required inspections to  
18 ensure that standards are met, and prescribe  
19 penalties for noncompliance by school governing  
20 bodies.  
21 The Association further believes that if contact with  
22 hazardous materials is necessary to fulfill an  
23 education employee's responsibilities, the  
24 employer must provide proper instruction in and  
25 assistance with the identification, correct labeling,  
26 proper storage, and safe disposal of potentially  
27 hazardous substances. Material Safety Data  
28 Sheets, MSDS, must be readily available.  
29 (80,85,88,90,95,08)

#### **B-45 PERSONNEL FILES**

1 The Association insists that each education  
2 employee must have immediate access to and  
3 copies of all items in his/her personnel file (except  
4 privileged communications related to his/her initial  
5 employment) and shall have the right to attach a  
6 written response to any item. A procedure shall be  
7 established to remove inappropriate or unfounded  
8 material from personnel files. A copy of any  
9 evaluation report placed in the education  
10 employee's file must be given to the employee.  
11 The Association asserts that an education  
12 employee may at any time review the contents of  
13 his/her personnel file and receive copies of any  
14 documents contained therein at his/her request. In  
15 examining his/her file, an employee shall be  
16 entitled to be accompanied by an Association  
17 representative or may authorize an Association  
18 representative to examine his/her file in his/her  
19 behalf. An employee shall be notified in writing of  
20 any document placed in his/her personnel file on  
21 the date of its placement with the right to annotate  
22 such documents. All personnel files shall be kept in  
23 one location and be available only to the  
24 superintendent and the employee.  
25 Every effort will be made to ensure that these  
26 guarantees become a part of negotiated  
27 agreements between local associations and school  
28 entities. (81,95,07)

#### **B-46 CONFIDENTIAL INFORMATION**

1 The Association believes personal information given  
2 to any education employee by students in  
3 confidence should be legally privileged, except in  
4 circumstances where maintaining confidence may  
5 jeopardize the health, safety, or welfare of that  
6 student or any other individual. (80,97,11)

#### **B-47 MEDICATION AND MEDICAL SERVICES IN SCHOOLS**

1 The Association believes that it is the responsibility  
2 of the school district to have a written medication  
3 policy and to employ certificated school nurses to  
4 administer medication and to render medical  
5 services. While medication administration at  
6 school may facilitate the education of students,  
7 school personnel must be aware that medication  
8 must be administered only by licensed medical  
9 personnel. The physician, parent, legal guardian,  
10 or the emancipated minor are responsible for the  
11 medication, including the dosage and  
12 administration. A written medication policy shall be  
13 supplied to the school nurse, physician, parent,  
14 student and all other school personnel. The written  
15 medication policy must be included in the job  
16 description of the school nurse. Procedures for  
17 administration of medication and medical services  
18 are necessary and must provide that:  
19 a. Only certificated school nurses be required to  
20 administer medication or provide medical services.

- 21 b. A physician's written verification of need for
- 22 medication is required.
- 23 c. Written permission of the parent or guardian is
- 24 required.
- 25 d. The medication must be delivered to school by the
- 26 parent or other responsible adult in the original
- 27 container, properly labeled with name and strength
- 28 of the medication, name of patient, name of
- 29 physician, date of original prescription, and
- 30 direction for usage.
- 31 e. The initial dose of medication shall not be
- 32 given at school except in life-threatening situations.
- 33 f. Medication dispensed must be recorded on a
- 34 medication log, which includes date, time, and
- 35 identification of the person giving the medication.
- 36 g. Safe storage for medication must be provided.
- 37 h. The policy must permit the school nurse to
- 38 refuse to administer medication based on
- 39 medical judgment and protection of liability.
- 40 i. The individual education plan (IEP) of the
- 41 special education student and the individual health
- 42 plan (IHP) of the protected challenged student
- 43 must provide for the administration of prescribed
- 44 medication by the certificated school nurse.
- 45 The Association supports legislation that would
- 46 protect school personnel from all liability when the
- 47 adopted procedure is followed. In addition, school
- 48 personnel have the right to refuse without fear of
- 49 disciplinary repercussions to administer medication
- 50 and/or medical services for which they believe they
- 51 are unqualified to administer or when proper
- 52 equipment has not been provided. Medical
- 53 personnel must be properly trained prior to
- 54 performing the medical services in question.
- 55 (80,84,99)

**B-48 STAFF RESPONSIBILITIES/STUDENT USE OF TECHNOLOGY**

- 1 The Association believes that education
- 2 employees must not be subject to discipline for
- 3 student violations of any acceptable use policies
- 4 including, but not limited to internet policies.
- 5 The Association further believes that education
- 6 employees must not be held responsible for
- 7 student owned electronic devices. (14)

**B-49 COMPETENCY-BASED TEACHER EDUCATION**

- 1 The Association believes that teachers employ the
- 2 most appropriate processes known for the
- 3 promotion of learning.
- 4 The Association also believes competency-based
- 5 programs for pre- and inservice teacher education
- 6 and teacher evaluation must be based on many
- 7 factors, some of which the teacher cannot control.
- 8 It opposes models of teacher education that
- 9 prescribe single, limited definitions of competence
- 10 that reduce the process of teaching to mechanical,
- 11 nonprofessional acts, or that seek to measure
- 12 teacher competence on the basis of student
- 13 achievement.

- 14 The Association believes that competency-based
- 15 programs should not be implemented that do not
- 16 first provide for carefully controlled research and
- 17 development to assure validity and reliability which
- 18 indicate that such programs are an improvement
- 19 over present programs. Teachers must be involved
- 20 in such research and development. (81)

**B-50 STANDARD APPLICATION FORMS**

- 1 The Association believes that a standard
- 2 application form must relate only to the
- 3 professional certification and competence of the
- 4 individual. Employers must be prohibited from
- 5 inquiring into activities and beliefs not directly
- 6 related to professional responsibilities. (80,02)

**B-51 TRANSFERS WITHIN AND BETWEEN ENTITIES**

- 1 The Association believes that when a group of
- 2 students is transferred between a school district
- 3 and an intermediate unit or area vocational-
- 4 technical school, the education employee presently
- 5 employed with that group should be guaranteed
- 6 the option to retain the position in the sending
- 7 school in an area of certification or job
- 8 classification. In each case the education
- 9 employee's salary and fringe benefits should be
- 10 maintained or increased as the situation warrants.
- 11 The Association also supports the concept that it is
- 12 the inherent prerogative of all education
- 13 employees to exercise their rights of seniority and
- 14 transfer within the school entity. (81,98,99)

**B-52 THE ECONOMY**

- 1 The Association is opposed to the imposition of
- 2 any wage controls which freeze public employees
- 3 in an inferior economic position, the elimination of
- 4 programs that guarantee social and economic
- 5 justice for the American people, and any anti-
- 6 inflation program that contemplates increasing
- 7 unemployment as a remedy. (81,86,90)

**B-53 TAXATION OF BENEFITS**

- 1 The Association opposes any effort to tax non-
- 2 salary benefits. (10)

**B-54 TAX DEDUCTIONS FOR PROFESSIONAL EXPENSES**

- 1 The Association believes that all education
- 2 employees must be recognized as professional
- 3 persons engaged continuously in professional
- 4 development and that professionally related
- 5 expenses must be uniformly deductible from gross
- 6 income in the computation of federal, state, and
- local income taxes. (81,04)

**II.3 Privacy of its Members**

**B-55 ACCESS TO PERSONAL INFORMATION**

- 1 The Association supports legislation that would
- 2 restrict access to personal information of all current

3 and retired public employees. (10)

**B-56 INVASION OF PRIVACY**

1 The Association believes that every individual has  
2 a right to privacy. The Association opposes  
3 indiscriminate or monitoring of citizens or groups or  
4 their communication by private and public agencies  
5 including school authorities.  
6 The Association condemns the use of personal  
7 information gathered and stored and the exchange  
8 of such information without explicit release from  
9 the person or persons involved.  
10 The Association believes that electronic  
11 surveillance should not be used as a method of  
12 monitoring or evaluating job performance.  
13 Furthermore, the Association believes that when in  
14 operation all surveillance equipment should be  
15 clearly visible in order to maintain a reasonable  
16 expectation of privacy. (98,06)

**B-57 E-MAIL COMMUNICATIONS**

1 The Association believes that when school entities  
2 are archiving e-mail communications, Association  
3 members must be notified in writing and provided  
4 access to those communications to which they are  
5 a party. (08)

**B-58 SOCIAL NETWORKING**

1 The Association recognizes the value of social  
2 networking. Adequate training in social networking  
3 should be provided to all education employees.  
4 The Association believes that members must be  
5 made aware of potential consequences related to  
6 social networking. (10)

**B-59 USE OF RECORDING DEVICES**

1 The Association believes that the recording of the  
2 work of any education employee by any means  
3 without his/her permission for any purpose must be  
4 forbidden. The use of recordings for evaluation  
5 and/or rating purposes must be prohibited.  
6 The Association also believes that any electronic  
7 surveillance of employees/students should be  
8 viewable only by school employees in a  
9 supervisory role or law enforcement officers in the  
10 performance of their duties. (85,96,12)

**B-60 WORKPLACE ACCOMMODATIONS FOR  
LACTATING EMPLOYEES**

1 The Association believes that all employers must  
2 provide lactating employees with appropriate  
3 facilities that are safe, clean, and private to  
4 express breast milk. Restrooms are not  
5 appropriate for this purpose.  
6 The Association also believes that employers must  
7 provide time to express milk with the duration and  
8 frequency to be determined by the nursing mother.  
9 (19)

**II.4 Exclusivity of the Bargaining Unit**

**B-61 SUBSTITUTES FOR PROFESSIONAL  
EMPLOYEES**

1 The Association believes that when a professional  
2 employee is absent from their classroom or duty,  
3 the school entity has the responsibility to fill that  
4 professional's role with a qualified substitute.  
5 School entities should provide their Local  
6 Education Associations with a list of district-  
7 approved, certified substitutes for all professional  
8 positions.  
9 The Association also believes that certified  
10 substitutes must be contacted in the absence of all  
11 certified professional employees, and educational  
12 entities should adopt policies to ensure that there  
13 is an adequate pool of substitutes to be contacted.  
14 The Association believes that certified retired  
15 school employees should be allowed to work as  
16 substitutes without any loss in retirement benefits.  
17 The Association opposes removing an employee  
18 from an assigned classroom or duty when qualified  
19 substitutes are not available. The association also  
20 opposes disrupting other classes by increasing the  
21 number of students in lieu of hiring a substitute.  
22 The Association further believes that  
23 professionals should be permitted to designate  
24 desired substitutes to serve in their absence.  
25 (11,19, 21)

**B-62 PART-TIME, SUBSTITUTE, AND UNEMPLOYED  
EDUCATORS**

1 The Association believes that all certified  
2 professional educators are a part of the teaching  
3 profession regardless of their employment status.  
4 All certified educators must be encouraged to  
5 maintain membership in all unified professional  
6 organizations.  
7 The Association recommends that all substitute  
8 teachers be encouraged to attend inservice  
9 workshops and be compensated on a per diem  
10 basis. Part-time and summer school employees  
11 should be paid proportionate salaries and fringe  
12 benefits. Substitute employees should be paid at  
13 least a per diem rate based on the minimum salary  
14 of the school entity in which they are employed  
15 and receive proportionate fringe benefits.  
16 Substitute teachers who are employed for at least  
17 a semester should have the same legal and  
18 contractual rights and status as other professional  
19 employees in a bargaining unit. The Association  
20 believes that long-term substitute teachers who  
21 receive a satisfactory rating should be given  
22 preference for teaching positions in the district.  
23 Substitutes should refrain from taking the place of  
24 bargaining unit members during a work stoppage.  
25 (80,86,01,09,11)

**B-63 SUBSTITUTE EDUCATION SUPPORT PROFESSIONALS**

1 The Association believes that school entities  
2 should maintain a list of qualified substitutes that  
3 must be contacted in the absence of a permanent  
4 education support professional so that a full  
5 educational support staff operates daily. The  
6 Association further believes that retired  
7 education support professional employees  
8 should be allowed to work as substitutes  
9 without any reduction of retirement benefits.  
10 The Association believes substitute education  
11 support professionals should be encouraged to  
12 attend school sponsored in-services and  
13 workshops and should be compensated on a per  
14 diem basis. Pay rates should be consistent for all  
15 substitutes within a job classification. Substitutes  
16 should not take the place of bargaining unit  
17 members. In the event of an absence, qualified  
18 employees with lesser hours will have priority to fill  
19 positions with a longer workday. The balance of  
20 uncovered hours will be filled by the substitute.  
21 Substitute education support professionals who  
22 are employed long-term for at least a semester  
23 should have the same benefits as other support  
24 personnel in the same job classification within the  
25 bargaining unit. The Association further believes  
26 that long-term substitutes who receive a  
27 satisfactory rating should be given preference for  
28 permanent vacancies. (02,09,11,19, 21)

**B-64 JOB SHARING**

1 The Association believes that voluntary job sharing  
2 has potential benefits in certain circumstances  
3 provided that it is not used to eliminate permanent  
4 full-time positions, and that proper safeguards,  
5 procedures, and benefits are negotiated in the  
6 local contract. (84)

**B-65 PRIVATIZATION/ OUTSOURCING/ SUBCONTRACTING**

1 The Association opposes the privatization of  
2 Pennsylvania public schools and the  
3 subcontracting of any public-school program or  
4 service.  
5 The Association also opposes outsourcing,  
6 sub-contracting or any attempt to replace, interfere  
7 with, or perform the duties of public school  
8 employees.  
9 Furthermore, the Association believes that any  
10 employee who performs work through a private  
11 entity has a right to union representation, pension,  
12 and negotiated benefits. (95,13)

**B-66 INTERN CERTIFICATES**

1 The Association opposes the Department of  
2 Education's issuing intern certificates which bypass  
3 established certification requirements. (86)

**B-67 INTERMEDIATE UNITS**

1 The Association believes that Intermediate Units  
2 should be utilized to provide specialized services to  
3 meet the needs of local entities. However, these  
4 services should not be used by local school entities  
5 to replace existing school programs or staff. These  
6 services shall not include legislative liaison or  
7 negotiations support to participating districts.  
8 The Association believes that negotiated contracts  
9 in these intermediate units should provide the  
10 same rights and privileges for education  
11 employees as those available in the local school  
12 districts.  
13 The Association believes that candidates for  
14 intermediate unit boards should be familiar with the  
15 programs offered and that they should show  
16 expressed interest in the education of the  
17 exceptional child and/or career and technical  
18 education. (80,89,97,09,11)

**B-68 STUDENT ASSAULT OF SCHOOL EMPLOYEES**

1 The Association believes that school employees  
2 who have been assaulted by a student shall not be  
3 required to be in a position to teach or directly  
4 supervise their attacker. The student's schedule  
5 and/or placement shall be modified to avoid such  
6 conditions. School employees shall not lose any  
7 salary or benefits because of an injury resulting  
8 from an assault by a student in the performance of  
9 their duties. The Association also believes that  
10 local associations should negotiate contract  
11 language to protect these employee rights.  
12 The Association further believes that all assaults  
13 committed on school employees shall  
14 be reported to local law enforcement. (18)

**B-69 DUAL ENROLLMENT**

1 The Association believes that Dual Enrollment can  
2 be beneficial to students but should not detract  
3 from the secondary school experience or be used  
4 to replace or reduce courses offered by the  
5 student's home district. Students participating in  
6 dual enrollment should only be taking college  
7 courses that are beyond those offered at their  
8 home school or in addition to a full roster of credits.  
9 Dual enrollment programs must be collectively  
10 bargained and must not subcontract bargaining  
11 unit work. (16)

**B-70 CONCURRENT LIVE AND SYNCHRONOUS VIRTUAL INSTRUCTION**

1 The Association believes that student learning  
2 and educator effectiveness suffer when educators  
3 and students are required to participate in  
4 concurrent live and synchronous virtual instruction.  
5 The Association further believes that when a  
6 district implements a mix of instructional  
7 modalities, educators must have sufficient time,  
8 training, and necessary technology in order to  
9 effectively implement instruction, and the local

10 association must bargain to ensure resources are  
11 available. (21)

## **II.5 Representation in Process**

### **B-71 PROFESSIONAL CONDITIONS**

1 The Association believes that to be an effective  
2 educator each professional person must have  
3 (1) the right to participate in determining and  
4 carrying out school policies,  
5 (2) the right to adequate time to plan to teach  
6 unhindered by nonprofessional duties,  
7 (3) the right to paid released time to participate in  
8 professional improvement through conventions,  
9 conferences, workshops, inservice programs, and  
10 study,  
11 (4) the right to paid released time to present  
12 testimony before local, state, or national bodies  
13 which establish educational policy, and  
14 (5) the right to paid released time to serve on local,  
15 state, or national educational committees. (87)

### **B-72 EDUCATION SUPPORT PROFESSIONALS CONDITIONS**

1 The Association believes that each education  
2 support professional must have  
3 (1) the right to participate in determining and  
4 implementing school policies,  
5 (2) the right to paid released time to  
6 participate in in-service activities for skill upgrades,  
7 (3) the right to paid released time for presentations  
8 to advance the educational process and  
9 (4) the right to paid released time to serve on local,  
10 state, or national educational committees. (02)

### **B-73 SCHOOL FACILITIES, DESIGN, CONSTRUCTION AND FUNCTION**

1 The Association believes that school facilities must  
2 be conducive to teaching and learning. The  
3 physical plant must allow for all educational needs.  
4 The Association believes that all school facilities  
5 must be well constructed, energy-efficient,  
6 aesthetically pleasing, accessible, functional, and  
7 adaptable to persons with disabilities.  
8 The Association further believes all stakeholders  
9 should share in making recommendations as to  
10 design and function.  
11 The Association believes sufficient funding must be  
12 provided for the design, construction,  
13 maintenance, and operation of all school facilities.  
14 (01,07)

### **B-74 SCHOOL BOARDS**

1 The Association believes that local bargaining  
2 units should have a non-voting representative on  
3 local school boards.  
4 The Association believes that the term of school  
5 board members should remain at four years.  
6 The Association believes that school board  
7 members must be advocates for all children and be

8 unencumbered by partisan principles.  
9 The Association believes that members of school  
10 boards and educational boards of trustees, as well  
11 as candidates for each, should be held to the same  
12 criminal background clearance requirements as  
13 public-school employees. Any offense that would  
14 bar a person from public school employment  
15 should also prevent a person from serving on a  
16 school board or as an educational trustee.  
17 (81,87,07,12)

### **B-75 HIGHER EDUCATION FACULTIES AND PROFESSIONAL EMPLOYEES**

1 The Association believes faculty members and  
2 professional employees of institutions of higher  
3 education should be represented on all pertinent  
4 boards, committees, and commissions, dealing  
5 with the concerns of their respective institutions.  
6 Representatives of the Pennsylvania Higher  
7 Education Association (PAHE) should be on the  
8 State Board of Education, its council on higher  
9 education, and advisory committees. (81,20)

### **B-76 APPOINTMENTS TO EDUCATIONAL POSITIONS**

1 The Association believes that the goal of a quality  
2 education for all demands that the criteria for all  
3 appointments in the field of education by the  
4 governor, secretary of education, state board of  
5 education, and boards of local school entities  
6 should be based solely on significant  
7 accomplishments in the educational community.  
8 The Association requests that all such  
9 appointments of education officials be made only  
10 after screening and approval by a panel of  
11 professional educators established by the state or  
12 local association. The Association recognizes the  
13 policymaking powers of the state board of  
14 education, intermediate unit boards, and local  
15 boards of education. Such groups must recognize  
16 the professional expertise of teachers and provide  
17 for meet and discuss sessions on all educational  
18 concerns of the Association members. All advisory  
19 boards of the policymaking bodies must include  
20 teacher representatives directly related to the  
21 areas of concern. Representatives should be  
22 chosen by the Association from those who are  
23 members currently engaged in teaching and active  
24 in their professional association. Local meet and  
25 discuss units, as mandated by Act 195, must be  
26 recognized as a vehicle for members to bring  
27 about educational changes at the local level.  
28 (81,89,11)

### **B-77 STRATEGIC PLANNING**

1 The Association supports strategic planning. All  
2 school entity strategic planning committees must  
3 be constituted with a majority of educators elected  
4 by the members of the bargaining unit and must  
5 provide a variety of opportunities for the entire  
6 education community to take part in the process.

7 (93,09)

**B-78 SCHOOL ENTITY BUDGETS**

1 The Association believes that local association  
2 representatives should become involved at all  
3 levels of the budget preparation process.  
4 The Association further believes that local  
5 associations should become monitors of local  
6 school entity budgets. (81)

**III. To Foster Professional Zeal**

**C-01 PROFESSIONAL ZEAL**

1 The Association believes that all education  
2 employees should foster pride in their profession  
3 through promoting a positive image and igniting  
4 zeal among members.  
5 The Association also believes that all members  
6 must be made aware of the importance of  
7 actively participating in PSEA. (05,12,18)

**C-02 MEMBER INPUT**

1 The Association believes in the importance of the  
2 voice of each member and their opinions with  
3 regard to issues, policies, and political actions that  
4 are integral to the success of public education. Any  
5 statements of opinion expressed by a member  
6 shall be accepted, without judgment, and used  
7 only to promote the best interests of the  
8 Association and public education. (16)

**C-03 PROFESSIONAL AUTONOMY**

1 The Association believes that educational  
2 employees must govern themselves and must  
3 establish and enforce standards of certification,  
4 practice, ethics, and competence. (81,11)

**C-04 PROFESSIONAL DEMEANOR**

1 The Association believes education employees  
2 shall maintain a professional demeanor with all  
3 students. (08)

**C-05 PROFESSIONAL RIGHTS AND RESPONSIBILITIES**

1 The Association believes that in order for members  
2 of the education profession to practice effectively,  
3 competently, and securely, each local association  
4 should (1) inform the public and its members about  
5 the rights and responsibilities of education  
6 employees, (2) promote professional attitudes and  
7 understandings by interpreting and implementing  
8 an enforceable code of ethics controlled by its  
9 members, and (3) protect professional rights by  
10 providing a grievance process cooperatively  
11 developed by members of the education  
12 profession and boards which provide for speedy  
13 resolution of grievances.  
14 The Association shall work to ensure that no  
15 member of the Association may be censured,  
16 suspended, or expelled and that none of its local

17 associations or affiliates may be censured,  
18 suspended, or disaffiliated without a due process  
19 hearing which shall include an appropriate  
20 appellate procedure. (80,81,12)

**C-06 ETHICS**

1 The Association believes in an enforceable code of  
2 ethics solely within the internal structure of PSEA.  
3 All educators should be made aware of and  
4 understand the Code of Ethics.  
5 The Association believes that pre-service  
6 education instruction should include (1) a broad  
7 concept of ethics related to various professions, (2)  
8 an understanding of the Code of Ethics of the  
9 Education Profession adopted by PSEA, (3) a  
10 study of problems common to the teaching  
11 profession together with their implication for ethics.  
12 The Association urges its affiliates and local  
13 associations (1) not to include in any collective  
14 bargaining agreement any provision requiring  
15 adherence to the code of ethics, (2) to resist efforts  
16 to incorporate any provision of the code of ethics in  
17 individual teaching contracts or certification laws or  
18 regulations, and (3) to otherwise avoid application  
19 of the code against their members outside of the  
20 Association's disciplinary procedures. PSEA will  
21 update local associations and affiliates as to the  
22 Association's approved procedure for local  
23 associations to initiate enforcement and adherence  
24 to the code of ethics, constitution, bylaws, and  
25 policies of the profession as a means to address  
26 membership discipline problems. (80,81,90,13)

**C-07 PROFESSIONAL STANDARDS AND PRACTICES**

1 The Association believes that a professional  
2 practice is any act in which an educator engages  
3 while performing professional duties. It believes a  
4 standard is any factor which enables an educator  
5 to practice.  
6 The Association believes the standards and  
7 practices of the teaching profession should be  
8 established by practicing teachers.  
9 The Association opposes any listing of professional  
10 standards and practices for use as an evaluation  
11 tool. (81,87)

**C-08 PROFESSIONAL STANDARDS AND PRACTICES COMMISSION**

1 The Association believes that a legally constituted  
2 Professional Standards and Practices Commission  
3 should be autonomous and have a majority  
4 membership of practicing teachers. Standards and  
5 practices of the teaching profession should be  
6 established by the Commission. PSEA members  
7 who serve on the commission must represent the  
8 philosophies and established positions of the  
9 Association.  
10 The Association believes the Commonwealth of  
11 Pennsylvania must provide the necessary funding

12 for the effective operation and staffing of the  
13 Professional Standards and Practices  
14 Commission. (80,87,88,90,91)

#### **C-09 PEER ASSISTANCE**

1 The Association recognizes that peer assistance  
2 can be useful in maintaining and enhancing skills  
3 and proficiencies of education employees. A peer  
4 assistance program must be supportive in nature  
5 and developed through the collective bargaining  
6 process.  
7 The Association believes that the job security and  
8 due process rights of all members involved in the  
9 program must be protected. (98,08,19)

#### **C-10 PROFESSIONAL EDUCATION**

1 The Association believes that standards for entry  
2 and practice for the profession should be based  
3 upon relevant criteria and must be set by the  
4 Professional Standards and Practices  
5 Commission. This Commission, in the name of the  
6 State, should issue certificates to those who meet  
7 the standards set and revoke the certificates of  
8 those who do not maintain standards.  
9 The Association believes that professional  
10 education programs must prepare professional  
11 teachers who demonstrate competence in the art  
12 and science of teaching.  
13 The Association believes that teacher education  
14 must be identified as a separate college or school  
15 within higher education institutions.  
16 The Association believes that Pennsylvania  
17 colleges and universities must require labor history  
18 and teacher unionism in their teacher preparation  
19 programs. The Association believes that education  
20 preparation programs must incorporate instruction  
21 related to all relevant laws influencing education.  
22 The Association supports the assignment of basic  
23 education classroom teachers and pupil services  
24 personnel as full members of NCATE and  
25 Department of Education Programs approval  
26 teams. Prospective team members should be  
27 provided with an effective training program by the  
28 Association. (80,82,83,97,02,04,09,12)

#### **C-11 CERTIFICATION**

1 The Association believes that all professional  
2 employees must be properly certificated. The use  
3 of non-certificated personnel must be prohibited.  
4 The Association believes that all laws, regulations,  
5 standards, guidelines, and basic education  
6 circulars concerning certification must be uniformly  
7 and promptly enforced by appropriate legal and  
8 professional bodies.  
9 The Association believes that the professional  
10 certification of all educators, as agreed to by the  
11 profession, must be the minimum basis required of  
12 all professional employees. The Association  
13 believes that only persons with legal certificates  
14 should be employed in professional education

15 positions or be employed as daily and/or long-term  
16 substitutes. Professional employees who are being  
17 considered for furlough or who have been  
18 furloughed should be granted a waiver of  
19 certification upon request. Teachers in early  
20 childhood education, adult education, extension  
21 education, part-time, and substitute teaching  
22 positions must meet the same professional  
23 certification requirements as mandated by the  
24 school code. Local associations should maintain a  
25 certification data file of their members.  
26 An emergency certificate should be granted only  
27 for a position where the local association verifies  
28 no certificated educator is available in the local  
29 school entity. All educators in charter schools,  
30 cyber-charter schools, and non-public schools  
31 must meet and maintain all certification  
32 requirements consistent with those set forth for  
33 public school employees. The Association urges  
34 teacher education institutions to assure that readily  
35 accessible programs in all areas of certification be  
36 offered throughout the state. (80,83,97,00,15)

#### **C-12 CAREER AND TECHNICAL EDUCATION CERTIFICATION**

1 The Association believes that beginning career  
2 and technical teachers should have the opportunity  
3 of learning teaching competencies through any  
4 recognized teacher education institution. Career  
5 and technical teachers should have the same  
6 rights as academic teachers to use inservice  
7 credits, including related experiences outside the  
8 classroom, to gain permanent certification. Special  
9 efforts should be made to recruit adequate  
10 numbers of qualified, certified career and technical  
11 education teachers of both sexes in each needed  
12 area of study and to provide qualified career and  
13 technical guidance counselors and administrators.  
14 The Association believes that the trade  
15 competencies of career and technical teachers are  
16 related to their trade experiences. It recommends  
17 that beginning teachers in trade and industrial  
18 education shall have two years of journeyman work  
19 experience after the completion of the appropriate  
20 number of years of apprenticeship training for a  
21 specified trade or industrial area and have  
22 satisfactorily completed their trade competency  
23 tests before beginning teaching duties.  
24 The Association believes that students enrolled in  
25 cooperative work experience programs in the  
26 various vocational fields should be supervised by  
27 teachers certified in those specialized vocational  
28 areas. (80,90,01,11,17)

#### **C-13 PER-DIEM EDUCATION EMPLOYEES**

1 The Association opposes the employment of per-  
2 diem education employees in lieu of hiring  
3 contracted bargaining unit members. (14)

**C-14 EVALUATION AND PROFESSIONAL GROWTH**

1 The Association believes that all education  
2 employees have a right to participate in the  
3 evaluation of their service. Further, all education  
4 employee evaluations must be confidential and be  
5 directed toward encouraging professional growth  
6 and conducted by properly assigned and  
7 certificated administrators or appropriate  
8 supervisors.  
9 The Association opposes student evaluations of  
10 education employees. Furthermore, the  
11 Association opposes peer evaluation that would  
12 allow an education employee to assume  
13 supervisory status over another.  
14 The Association opposes the monitoring and/or  
15 evaluation of any education employees in their  
16 area of employment by anyone other than the  
17 appropriate evaluator. Administrators, in order to  
18 maintain quality performance, should be evaluated  
19 on their effectiveness by their supervising  
20 administrator based on a review of observation and  
21 practice. (81,82,84,93,94,02,16)

**C-15 RATING OF PROFESSIONAL EMPLOYEES**

1 The Association believes that the process of  
2 selecting the professional employee publicly  
3 affirms his/her competence, and the rating of  
4 performance must begin with this assumption. A  
5 state-mandated form for the rating of professional  
6 employees exists. When utilizing the state-  
7 mandated form, local associations should establish  
8 rigid standards for the use of that form. Should  
9 local associations choose to negotiate an alternate  
10 rating system which meets the needs of their  
11 constituent members, the rating should be only  
12 "satisfactory" or "unsatisfactory." Local  
13 associations should monitor the use and  
14 implementation of rating forms to ensure uniformity  
15 and consistency. While there is legal authority to  
16 establish and implement a rating system, the  
17 legitimacy of any rating process must rest upon the  
18 demonstrated competence of the observer/rater.  
19 The Association also believes standardized test  
20 results should not be used to rate or evaluate the  
21 performance of any professional employee or be  
22 used to influence any employment action or  
23 compensation.  
24 The Association opposes the use of subjective  
25 methods of rating professional performance for the  
26 purpose of setting salaries. (80,81,82,16)

**C-16 ACCOUNTABILITY**

1 The Association believes that educators can be  
2 held accountable only for that portion of the  
3 teaching-learning process over which they have  
4 complete control. Educator competence cannot be  
5 evaluated on the basis of student achievement  
6 because of the multiple economic, social, political,  
7 psychological, and cultural factors and the  
8 limitations of standardized achievement tests.

9 The Association also believes accountability is a  
10 shared responsibility by all of the parties involved  
11 in the educational community. Legislators,  
12 executives, school boards, state commissions,  
13 educators, practitioners, parents, and the students  
14 all have responsibility for different aspects of the  
15 educational system. It is not possible for an  
16 effective system of accountability to operate if any  
17 of the parties do not meet their responsibilities.  
18 The Association believes that performance  
19 standards and assessments must not be used as a  
20 basis for determining teacher accountability.  
21 The Association further believes that there should  
22 be no single or statewide accountability system.  
23 The Association will resist any attempt to transform  
24 assessment results into a national or state testing  
25 program that would seek to measure all students,  
26 teachers, or school systems by a single standard  
27 and thereby impose upon them a single program  
28 rather than provide opportunities for multiple  
29 programs and objectives. The Association believes  
30 that specific behavioral objectives should not be  
31 used as course objectives, nor as a basis for  
32 determining teacher accountability. (81,01,03,05)

**C-17 PROFESSIONAL DEVELOPMENT**

1 The Association encourages the continuing  
2 professional development of all educators,  
3 including certificated substitutes.  
4 The Association believes that educators must have  
5 a majority voice in determining professional  
6 development needs through Association  
7 representation on appropriate committees.  
8 Educators must have released time to participate  
9 in professional self-improvement programs. It must  
10 be the responsibility of the school entity and the  
11 state to provide for and finance these programs.  
12 The Association further believes that these  
13 programs must not be required for continuous  
14 employment. Professional development must  
15 become a part of the local collective bargaining  
16 agreement and/or the Act 48 plan/Chapter 14  
17 Regulations. Furthermore, the Association believes  
18 that retired educators should be exempt from Act  
19 48 requirements to maintain their certification.  
20 (80,82,83,93,99,01,02,04,19)

**C-18 CONTINUING EDUCATIONAL DEVELOPMENT OF EDUCATION SUPPORT PROFESSIONALS**

1 The Association encourages the continuing  
2 educational development of all education support  
3 professionals.  
4 The Association believes that education support  
5 professionals must have a voice in determining  
6 educational development programs which will  
7 benefit the school entity. Released time must be  
8 granted for participation in such developmental  
9 activities. It must be the responsibility of the  
10 school entity and the state to finance accredited  
11 coursework, workshops or seminars.

12 The Association further believes these programs  
13 must not be required for continuous employment  
14 and must become a part of the local collective  
15 bargaining agreement. (01,03)

**C-19 PROGRAM SPECIALIST CERTIFICATES**

1 The Association opposes the misuse of program  
2 specialist certificates. Local associations should  
3 monitor the use of program specialist certificates  
4 and should bargain contract language so that  
5 legally certificated educators are not replaced, and  
6 seniority rights are not circumvented. (85)

**C-20 INSERVICE COURSES FOR CREDIT**

1 The Association believes that all courses for  
2 inservice credits beyond the baccalaureate degree  
3 for academic teachers, including related  
4 experiences outside the classroom, should be  
5 credited towards requirements for an Instructional  
6 II/Education Specialist II certificate, Master's  
7 Equivalency certificate and/or Act 48.  
8 (80,82,96,01,02)

**C-21 INDUCTION PROGRAM**

1 The Association believes that the local  
2 association must take an integral part in the  
3 planning, writing, and implementation of the  
4 teacher induction program. Mentors should be  
5 selected from a voluntary pool of the  
6 membership and should be given adequate  
7 compensation and released time for their  
8 services. The induction program must include  
9 the importance of belonging to and actively  
10 participating in PSEA. Local Associations  
11 must be afforded an opportunity to meet with  
12 new hires and present membership materials  
13 during new hire orientation and throughout the  
14 induction process. (87,96,12,18)

**C-22 MENTOR PROGRAMS**

1 The Association believes that mentor programs are  
2 a means of enhancing the professional expertise of  
3 employees and retaining quality educators. The  
4 Association also believes that the planning,  
5 implementation, and evaluation of such programs  
6 must be negotiated and maintained by the school  
7 district and the local association.  
8 The Association further believes that the duties  
9 and responsibilities of all parties must be clearly  
10 defined and uniformly administered. Mentors must  
11 be selected through a defined process with  
12 articulated criteria, be properly educated,  
13 compensated, and provided with adequate time to  
14 fulfill their responsibilities.  
15 The Association believes that any documentation  
16 that results from the mentoring process must be  
17 confidential and must not be included in the  
18 participant's personnel file. The Association also  
19 believes that any verbal conversations that result  
20 from the mentoring process must also remain

21 confidential. (13)

**C-23 STUDENT TEACHING**

1 The Association believes that the student teaching  
2 experience must be a practical application of the  
3 teacher education program with statewide  
4 minimum standards. To promote the best  
5 candidates, authentic field experience should  
6 begin early in the teacher education program.  
7 The Association also believes responsibility for the  
8 student teaching experience must be shared by  
9 schools, teacher preparation institutions, and  
10 professional associations, and include the  
11 fundamentals of unionism and current issues  
12 affecting education professionals.  
13 The Association believes that student teachers  
14 shall have liability protection through PSEA  
15 membership and should be invited to participate in  
16 Local, Region, State, and National Association  
17 activities.  
18 The Association believes that student teachers  
19 must comply with all applicable laws and rules and  
20 must be under the supervision of an Instructional II  
21 certified professional employee. Student teachers  
22 must not be used as substitute teachers.  
23 The Association also believes certified professional  
24 employees supervising student teachers should  
25 receive a per diem rate based on a percentage of  
26 the previous year's average teacher salary in  
27 Pennsylvania.  
28 The Association further believes that no student  
29 teacher should be coerced to cross a picket line  
30 during a labor dispute and should be provided the  
31 opportunity to complete their student teaching  
32 through reassignment.  
33 The Association believes that student teacher  
34 observation, by means of media recording, shall  
35 only be used as a resource for the student teacher.  
36 The Association also believes that ownership of  
37 any such recording resides solely with the student  
38 teacher.  
39 The Association further believes that any recording  
40 may only be viewed by the student teacher, the  
41 university liaison, and the supervising teacher  
42 upon the receipt of appropriate permissions from  
43 all parties involved prior to the media recording.  
44 The Association opposes the use of standardized  
45 test score results as a means of evaluating student  
46 teachers and/or teacher training programs.  
47 (80,84,86,88,90,95,12,14,15)

**C-24 TEACHER CENTERS**

1 The Association recognizes the need for the  
2 establishment, organization, development, and  
3 operation of teacher centers. The Association  
4 believes that there should be at least one federally  
5 funded center in each intermediate unit.  
6 The Association supports the concept of teacher  
7 centers to develop and produce curricula, utilize  
8 research findings and provide training. The

9 Association, therefore, will work closely with the  
10 U.S. and Pennsylvania Departments of Education  
11 to (1) provide full funding, (2) assist in the use of  
12 evaluative criteria to judge grant applications, (3)  
13 provide statewide service to all interested  
14 education employees for professional  
15 development, and (4) implement programs  
16 designed to help inservice teachers to become  
17 more effective in the educational process.  
18 (81,84,92,04)

#### **C-25 SITE-BASED DECISION MAKING**

1 The Association believes in the value of site-based  
2 decision making to improve the quality of education  
3 and the work environment. Site-based decision  
4 making must be a problem-solving process which  
5 involves the voluntary participation of those  
6 affected. Employee rights related to site-based  
7 decision making must be established through the  
8 collective bargaining process. (91,18)

#### **C-26 TEACHER PARAPROFESSIONALS**

1 The Association believes that professionals should  
2 be provided with paraprofessionals to accomplish  
3 nonprofessional duties. Appropriate orientation and  
4 training programs should be provided.  
5 Paraprofessional staff must not be permitted to  
6 perform the duties of professional employees.  
7 The Association calls upon its local affiliates to  
8 resist efforts by school boards to use employment  
9 of such personnel to increase class size. The  
10 assignment of such personnel to classroom duty  
11 should assure increased opportunities for the  
12 teacher to know and to work with students. If it is  
13 necessary to supplement pupil services with  
14 paraprofessionals, local associations are urged to  
15 help in establishing guidelines for employment and  
16 in placing these ancillary people under the direct  
17 supervision of a certified pupil personnel  
18 worker. (81,83,84,85,97,04,14)

#### **C-27 USE OF VOLUNTEERS**

1 The Association recognizes the value of volunteers  
2 to enhance public education; however, the  
3 Association vigorously opposes the use of  
4 volunteers to provide services that are traditionally  
5 performed by education employees in school  
6 entities. (14)

#### **C-28 PARAPROFESSIONALS IN EXCEPTIONAL EDUCATION PROGRAMS**

1 The Association believes that paraprofessionals  
2 should be required on a full-time basis in each  
3 exceptional education class. The Association also  
4 supports the utilization of paraprofessionals as a  
5 vital nonteaching part of the instructional program  
6 in the education of exceptional students in all  
7 placement options, including remedial programs.  
8 Appropriate orientation and training programs  
9 should be provided. (81,83,84,93,97,04)

#### **C-29 COMMUNITY-BASED SERVICE PROVIDERS**

1 The Association believes that the school entity  
2 must provide inservice training for public school  
3 employees regarding the role of community-based  
4 service providers including, but not limited to  
5 therapeutic support staff.  
6 The Association further believes that community-  
7 based service providers should not replace,  
8 perform, or interfere with the duties of public school  
9 employees. (01,07)

#### **C-30 SUPPLY AND DEMAND OF EDUCATORS**

1 The Association believes that the Department of  
2 Education should make available current statistics  
3 of employed professional personnel and vacancies  
4 in relation to geographic and instructional areas.  
5 (80,82)

#### **C-31 ADMINISTRATORS AND SUPERVISORS**

1 The Association believes that appropriate  
2 preparation programs should be established for all  
3 educators in pupil services, supervision, and  
4 administration. Such programs should supply the  
5 basic and practical educational experience to  
6 blend professional skills with the school setting.  
7 Areas of instructional content and experience  
8 should include participatory decision making,  
9 interpersonal skills, personnel selection, staff  
10 evaluation, curriculum, school management  
11 techniques, and cultural diversity training.  
12 Supervision of candidates should be the joint  
13 responsibility of the certified school personnel and  
14 the preparing institution.  
15 The Association believes that prior to credentialing,  
16 all administrators shall have served at least five  
17 years in a full-time teaching position and  
18 periodically return to the classroom for authentic  
19 teaching experiences. Areas of instructional  
20 content and experience in the credentialing  
21 process should include participatory decision  
22 making, interpersonal skills, personnel selection,  
23 staff evaluation, curriculum, school management  
24 techniques, and cultural diversity training.  
25 Administrators must be legally certified. Uncertified  
26 personnel shall not rate professional employees.  
27 The Association believes that job descriptions of  
28 administrators shall be available to all professional

29 employees.  
30 The Association and the Department of Education  
31 should cooperate to develop relevant certification  
32 programs for supervisors and ban the use of  
33 nonprescribed and noncertificated administrative  
34 titles. A certified principal must be employed full  
35 time for each 500 elementary school students. A  
36 certified assistant should be added when  
37 enrollment exceeds 700 students. (84,95,13)

### **C-32 PUPIL PERSONNEL SERVICES**

1 The Association supports a comprehensive  
2 mandated program of pupil personnel services  
3 under the supervision and administration of the  
4 Pennsylvania Department of Education with ratios  
5 of not more than 1:250 for certified  
6 counselors, 1:750 for certified school nurses in  
7 general school populations with adjustments to  
8 safely accommodate students with special health  
9 needs and chronic illnesses, 1:125 in student  
10 populations with complex health care needs; 1:750  
11 for certified home and school visitors, 1:250 for  
12 social workers, 1:500-700 for certified psychologists  
13 depending on the level of need within the student  
14 population, and 1:1800 for certified dental  
15 hygienists in each school entity at all instructional  
16 levels.  
17 The Association believes that career and technical  
18 centers should be mandated to have a full-time  
19 certificated school nurse on the premises.  
20 The Association believes that there should be  
21 separate certification for elementary and  
22 secondary school counselors. Other supportive  
23 services, i.e., attendance, occupational therapy,  
24 physical therapy and speech, visual and hearing  
25 services should be available to each student who  
26 has these special needs. (80,81,82,84,98,00,11)

### **C-33 HEALTH SERVICES**

1 The Association believes that any duplication of  
2 health services involving federal and state health  
3 programs is unnecessary and an inefficient use of  
4 public monies.  
5 The Association believes that health services  
6 provided by a school entity should not be billed to  
7 any health insurance carrier through a third party.  
8 School health personnel should decide when  
9 examinations for the control of health-related  
10 problems are necessary. (80,82,88,89,90)

### **C-34 STATE-OWNED, STATE-CONTROLLED, AND PRIVATE INSTITUTIONS**

1 The Association believes that only certified/  
2 licensed education professionals should be  
3 employed in educational programs within  
4 institutions including, but not limited to hospitals  
5 and prisons. (81,15)

### **C-35 ASSOCIATION MEMBERSHIP**

1 The Association believes that all eligible education

2 employees and retirees must be enrolled as  
3 members. Non-practicing educators and former  
4 employees must be encouraged to maintain their  
5 membership.  
6 The Association also believes that all students  
7 enrolled in a teacher preparation program must be  
8 encouraged to join Student PSEA.  
9 (80,84,97,11,13)

### **C-36 SUPPORT OF UNIONS**

1 The Association believes in strong unions. The  
2 Association supports legislation that:  
3 a) Allows employees to form unions by signing  
4 cards that would authorize union representation;  
5 b) Provides for impasse resolutions; and  
6 c) Establishes penalties for violation of employee  
7 rights.  
8 The Association opposes any attempts to privatize  
9 state run entities such as, but not limited to,  
10 correctional facilities and wine and spirits stores.  
11 (09,16)

### **C-37 RETIRING/RETIRED MEMBERS**

1 The Association believes that retiring/retired  
2 members should be encouraged to support and  
3 participate in Association activities at state, region,  
4 and local levels through membership in PSEA-  
5 Retired. (83,95,04)

### **C-38 USE OF PROFESSIONAL RESOURCES**

1 The Association, in implementing programs, shall  
2 stress effective and efficient use of its resources  
3 and personnel. (80,95)

## **IV. TO ADVANCE EDUCATIONAL STANDARDS**

### **IV.1 Curriculum and Instruction**

#### **D-01 EDUCATORS [TEACHERS] AND THE EDUCATIONAL PROCESS**

1 The Association believes that the individual  
2 educator or teams of educators communicating  
3 directly with students have the most worthwhile  
4 and profound effects upon what and how students  
5 learn. The planning of lessons, the defining of  
6 specific learning objectives, the selection of  
7 materials used to teach those lessons and the  
8 techniques of evaluation should be at the  
9 discretion of the individual educator.  
10 The Association regards endeavors by those  
11 outside the classroom to dictate or establish  
12 specific techniques, lesson formats, learning  
13 objectives, teaching styles, evaluation techniques,  
14 or materials as presumptuous.  
15 The Association believes that there is no one  
16 organizational system of schools, classes, or  
17 teaching techniques that is best for all schools,  
18 classes, or students. Educator who use different  
19 techniques should not be forced to change their  
20 styles for the sake of uniformity. The Association

21 opposes any action which seeks to evaluate the  
22 competence of educators on the basis of student  
23 achievement. (80,81,83,99,00, 21)

#### **D-02 SPECIALIST TEACHERS**

1 The Association believes that all special subject  
2 areas must be mandated for all levels of public  
3 education, including special education, and must  
4 be taught only by certified specialists in each  
5 respective area.  
6 The Association also opposes any plans to  
7 weaken the curriculum requirements. The  
8 Association believes a regular education teacher  
9 should not be required to undertake the duties of  
10 specialists, educational specialists, and/or itinerant  
11 teachers. In addition, specialists, education  
12 specialists, and/or itinerants should not be required  
13 to undertake the teaching duties of a regular  
14 education teacher. A substitute certified in the  
15 respective subject area should be employed in the  
16 event of the absence of a specialist teacher of any  
17 level of education.  
18 The Association further believes that the local  
19 school entity must provide the additional  
20 professional and paraprofessional staff to  
21 effectively meet the needs of all students.  
22 Supportive services must be made available to  
23 assist teachers in designing and implementing  
24 programs for all students. Preservice and inservice  
25 education must be provided to facilitate the  
26 implementation of these programs.  
27 (81,92,97,02,03)

#### **D-03 INSTRUCTIONAL SUPPORT TEACHERS**

1 The Association believes that the instructional  
2 support teachers shall: have a proper teaching  
3 certificate, have teaching experience, have  
4 membership in the bargaining unit, and have  
5 instructional support training. The instructional  
6 support program shall have full necessary funding.  
7 (93)

#### **D-04 INTELLECTUAL PROPERTY**

1 The Association believes that education  
2 employees and students should own the  
3 copyrights and patents to intellectual property  
4 created in the course of their employment or  
5 studies. Education employees and students should  
6 have all the legal rights that come with such  
7 ownership.  
8 The Association also believes that any intellectual  
9 property created by education employees should  
10 not replace or serve as a substitute for the teacher  
11 in the delivery of instruction. (12)

#### **D-05 IMPROVEMENT OF CURRICULUM**

1 The Association believes that each school entity, in  
2 shared responsibility with all educators and the  
3 members of the community, including youth, must  
4 continuously evaluate its curriculum keeping it ever

5 sensitive to the development of basic skills and to  
6 the current and future needs of students.  
7 The Association believes that all curriculum  
8 development must be designed in collaboration  
9 with the classroom teacher and should include  
10 concepts deemed important and/or appropriate by  
11 practicing educators. Each school entity should  
12 have a basic program of curriculum research and  
13 development. At least one percent of each school  
14 entity budget should be designated for curriculum  
15 and instructional improvement.  
16 The Association further believes that any decisions  
17 relating to the development and/or curtailment of  
18 programs should be made with the direct  
19 involvement of the profession and enforced by the  
20 state department of education. Professional  
21 employees involved in curriculum improvement  
22 must be granted release time and/or be granted  
23 supplemental contracts to do the study, research,  
24 and planning to bring about needed improvements.  
25 (80,81,90,91,92,97,05)

#### **D-06 IMPROVEMENT OF INSTRUCTION**

1 The Association believes that educators through  
2 their local education association must take a  
3 primary role in designing, implementing, and  
4 assessing all instruction. The Association also  
5 believes that educators are best suited to develop  
6 and deliver appropriate instructional programs that  
7 are consistent with state curriculum standards. The  
8 Association further believes that direct observation  
9 of students and analysis of data by the educators  
10 who work with the student must guide instructional  
11 decisions without fear of reprisal. The Association  
12 believes that, while programs such as focusing on  
13 scripted learning or pacing charts can serve as  
14 viable frames of reference, it is still incumbent on  
15 the teachers who work with the student to evaluate  
16 the efficacy of all instructional programs and to  
17 modify them when necessary in order to address  
18 the needs and facilitate the success of each  
19 student. (80,84,92,96,97,98,99,07,21)

#### **D-07 ENDORSEMENT OF EDUCATIONAL MATERIALS AND SERVICES**

1 The role of the Association in the selection of  
2 instructional materials should be to provide, upon  
3 request, information concerning recommended  
4 criteria, standards, and methods of selection of  
5 instructional materials. (81,99)

#### **D-08 INSTRUCTIONAL MATERIALS**

1 The Association believes that materials must be  
2 provided to teach students with all exceptionalities  
3 and from diverse representations of culture and  
4 points of view to achieve the strategic planning  
5 goals of each school entity.  
6 The Association further believes that instructional  
7 materials and equipment must be provided in  
8 sufficient variety and quantity to serve all students.

9 The Association urges its members and staff to  
10 serve as a resource to publishers in developing  
11 and/or selecting relevant materials for all students.  
12 (81,92,95,04, 20)

#### **D-09 SCHOOL LIBRARIES/MEDIA CENTERS**

1 The Association believes that a comprehensive  
2 library/media program, shall include an integrated  
3 instructional curriculum, printed and nonprinted  
4 resource materials, and at least one librarian who  
5 holds a valid Pennsylvania Library/Media Specialist  
6 teaching certificate. This program shall be provided  
7 in each elementary and secondary building.  
8 Students and classroom teachers must be  
9 guaranteed continuous access to library media  
10 centers, library media specialists, and information  
11 resources. (81,91,17)

#### **D-10 TECHNOLOGICAL TEACHING TOOLS AND THE MEDIA**

1 The Association believes that technology and  
2 media tools have great potential for assisting and  
3 improving classroom instruction and learning. The  
4 Association encourages the creative and  
5 innovative use of the media and new technologies  
6 to improve instruction.

7 The Association believes that all students must  
8 become technologically literate from experiences in  
9 all curricular areas.

10 The Association believes that these technologies  
11 should be utilized only when certificated educators  
12 are present to plan, review, monitor, and  
13 supplement the instruction.

14 The Association believes that terms and conditions  
15 for the creation, ownership, and use of the media  
16 and technological tools must be included in local  
17 school entity collective bargaining agreements.

18 The Association further believes that no reduction  
19 of positions, hours, or compensation should occur  
20 as a direct or indirect result of any technology.  
21 (98,11)

#### **D-11 STANDARDIZED TESTING**

1 The Association believes that standardized  
2 assessments must only be used to identify  
3 students' educational needs and to improve  
4 curriculum.

5 The Association recognizes that reliable and valid  
6 standardized tests are only one way to assess a  
7 student's level of achievement. These tests shall  
8 not be used to compare the educational quality of  
9 one school entity or educator to another. No  
10 education employee shall be evaluated and/or  
11 compensated on the basis of standardized test  
12 results.

13 The Association believes that standardized test  
14 results must be provided to the local association  
15 immediately upon receipt by the school entity, and  
16 prior to the release to the general public. (14)

#### **D-12 EARLY CHILDHOOD EDUCATION**

1 The Association believes that each child should  
2 have the opportunity to participate in pre-  
3 kindergarten and/or day care programs having  
4 objectives designed for the age and needs of the  
5 children enrolled.

6 The Association believes that the responsibility for  
7 structured educational offerings should be  
8 assigned to the Department of Education and  
9 through it to local school entities. Teachers  
10 certified in early childhood education, together with  
11 necessary paraprofessionals should be employed  
12 to conduct such programs. The Association urges  
13 the use of state and federal funds in establishing  
14 these programs.

15 The Association believes that each school entity  
16 be mandated to have a kindergarten program and  
17 that each child be required to complete such a  
18 program before being enrolled in first grade. No  
19 children shall enter kindergarten or first grade  
20 unless they are five or six years of age as of  
21 September 1, respectively. (80,89,04)

#### **D-13 EDUCATIONAL PROGRAMS FOR ENGLISH LANGUAGE LEARNERS (ELL) AND STUDENTS WITH LIMITED ENGLISH PROFICIENCY (LEP)**

1 The Association believes there should be English  
2 as a Second Language (ESL) and bilingual  
3 education according to educational need. The  
4 main goal of these programs should be to achieve  
5 English proficiency, as well as provide support in  
6 content areas and other disciplines for English  
7 Language Learners (ELL) and students with  
8 Limited English Proficiency (LEP).

9 The Association believes that educators must be  
10 involved in the development and implementation of  
11 programs to ensure the successful pursuit of the  
12 education of students, regardless of their native  
13 language.

14 The Association believes that legislation must  
15 provide funds to support English as a Second  
16 Language (ESL) and bilingual education programs  
17 throughout all levels of the education system.

18 The Association further believes that certified ESL  
19 programs should be supported, financially and  
20 ideologically, at the state and local levels.  
21 (80,87,98,99,04)

#### **D-14 TEACHING OF LITERACY**

1 The Association believes all candidates for  
2 certification, as well as certified educators should  
3 be trained in research-based instructional  
4 strategies in the teaching of literacy. The  
5 Association strongly encourages the use and  
6 application of these strategies at all levels.  
7 (81,97,07,18,20)

#### **D-15 SCIENCE EDUCATION**

1 The Association believes that the content in  
2 science education must be based on scientific

3 theory that incorporates empirically collected  
4 evidence and scientific methodology.  
5 The Association also believes that  
6 Pennsylvania science content and curriculum  
7 should coordinate with national science  
8 standards. (06,17,18)

#### **D-16 ENVIRONMENTAL EDUCATION**

1 The Association believes that the nation's priorities  
2 must include the protection of our environment. It  
3 urges the development and improvement of federal  
4 legislation, programs, and appropriations that  
5 provide education (a) for use, stewardship, and  
6 preservation of a viable environment; (b) to  
7 minimize pollution; and (c) to promote an  
8 understanding of the effect of climate change  
9 and population increase. The Association urges its  
10 locals to support appropriate programs in their  
11 school systems for grades K through adult  
12 education. (81,21)

#### **D-17 THE METRIC SYSTEM**

1 The Association advocates the International  
2 System of Units (SI metric system) be taught at all  
3 educational levels. (81,01)

#### **D-18 COMPREHENSIVE SCHOOL HEALTH EDUCATION PROGRAM**

1 The Association believes that health, physical  
2 education, family and consumer science teachers,  
3 certificated school nurses, counselors, dental  
4 hygienists, psychologists, social workers, home  
5 and school visitors, and other pertinent support  
6 professionals be directly involved at the state and  
7 local levels in the development and implementation  
8 of a comprehensive program of health instruction  
9 to address students' physical, mental, and social  
10 well-being (81,88,93,95,97,04,07,16)

#### **D-19 WORLD LANGUAGES EDUCATION**

1 The Association supports academic standards on a  
2 state level for world languages.  
3 The Association believes that world language  
4 programs:  
5 a) are a vital part of the pre-K through higher  
6 educational experience;  
7 b) should include age-appropriate  
8 communicative activities;  
9 c) allow students to be more competitive in the  
10 global marketplace; and  
11 d) lead to an understanding of cultural  
12 differences.  
13 The Association recognizes the need for  
14 preparation programs for world language teachers  
15 and supports teacher and student exchange  
16 programs. (08)

#### **D-20 FAMILY AND CONSUMER SCIENCE EDUCATION**

1 The Association believes that family and consumer

2 science education programs should be made  
3 available to all students to prepare them to  
4 manage the challenges of living and working in a  
5 diverse global society.  
6 The Association also believes that family and  
7 consumer science programs must be taught by  
8 properly certificated family and consumer science  
9 teachers.  
10 The Association further believes that these  
11 programs should be developmentally appropriate,  
12 culturally sensitive, and follow established  
13 standards. (06,15,18)

#### **D-21 DRIVER EDUCATION**

1 The Association urges that a comprehensive driver  
2 education program, K-12, be established in each  
3 school district.  
4 The Association insists that only properly  
5 certificated teachers of driver education be  
6 employed to conduct driver education programs.  
7 The Association opposes the practice of school  
8 districts contracting with private firms for the  
9 services of non-certificated instructors for simulator  
10 or on-the-road training. (81,10)

#### **D-22 FINANCIAL LITERACY**

1 The Association believes that financial literacy is  
2 an essential cornerstone of creating fiscally  
3 responsible citizens and financial education should  
4 be made available to all students. (15)

#### **D-23 CAREER AND TECHNICAL EDUCATION**

1 The Association believes that school entities  
2 should collaborate with business and industry to  
3 prepare students for career and technical  
4 occupations.  
5 The Association also believes that local community  
6 advisory committees for career and technical  
7 education should include teachers, support  
8 personnel administrators, students, and community  
9 representatives to coordinate the planning and  
10 development of policies and programs. Education  
11 that ensures the opportunity for occupational  
12 development and encourages students to consider  
13 career and technical programs should be available  
14 for and promoted to all students at all levels.  
15 Career and technical education should be  
16 coordinated and integrated with traditional  
17 academic courses and should promote a  
18 comprehensive program for the training,  
19 advancement, and promotion of all students.  
20 (80,84,00,16,18)

#### **D-24 EDUCATIONAL PROGRAMS FOR SCHOOL AGE PARENTS**

1 The Association believes that the education of  
2 school age parents should not be interrupted and  
3 that it is the responsibility of local school boards to  
4 ensure that appropriate flexible educational  
5 programs are provided. (81,84)

**D-25 HIGH SCHOOL GRADUATION COMPETENCY**

1 The Association opposes state-mandated  
2 graduation assessments. The Association believes  
3 that graduation standards, when determined to be  
4 appropriate, should be designed by individual  
5 school entities. (09)

**D-26 COMMUNITY EDUCATION**

1 The Association encourages utilization of school  
2 facilities for additional services to children and the  
3 community outside the regular school day, week,  
4 or year.  
5 The Association urges its locals to become  
6 involved in the promotion, expansion, and  
7 implementation of community education programs  
8 and provide leadership to deal with community  
9 concerns. (81,95)

**IV.2 Educational Environment**

**D-27 EDUCATIONAL LEGISLATION**

1 The Association believes that professional  
2 educators must be involved in the development  
3 and implementation of legislation, regulations,  
4 standards and guidelines that define educational  
5 policies, and such development and  
6 implementation must rely on the expertise of the  
7 Association and its members. (80,01,15)

**D-28 LEAST RESTRICTIVE ENVIRONMENT/INCLUSION**

1 The Association believes the prime consideration  
2 in the placement of all students should be the  
3 welfare of each student. The Association opposes  
4 the exclusive use of any full inclusion model.  
5 Given the full continuum of placement options,  
6 care must be taken to ensure that no students are  
7 adversely affected by the placement of any  
8 individual student. Any decision concerning the  
9 placement of a student with exceptionalities must  
10 be a majority opinion of those participating in the  
11 Individualized Educational Plan (IEP) and/or 504  
12 Plan team meeting. Furthermore, the education  
13 professionals associated with IEP and 504 Plan  
14 decisions should be fully informed of necessary  
15 accommodations in a timely fashion and provided  
16 with appropriate training as necessary.  
17 The Association believes that adequate  
18 safeguards must be provided for the classroom  
19 teacher to ensure that a proper classroom  
20 atmosphere be maintained at all times.  
21 (80,89,94,12)

**D-29 INDIVIDUALS WITH DISABILITIES EDUCATION ACT**

1 The Association agrees with the intent of the  
2 Individuals with Disabilities Education Act. All  
3 school employees and related service providers  
4 who work with the student with special needs

5 should have input in the development of the  
6 Individualized Education Program (IEP), must have  
7 access to the IEP, and must share in the  
8 implementation of the IEP. Prior to implementation,  
9 all necessary education materials, professional  
10 development, and supportive services must be  
11 provided. All impacted staff members must have  
12 an appeal procedure regarding the implementation  
13 of the IEP, especially in terms of student  
14 placement. The procedure must include the right to  
15 have the dissenting opinion recorded and attached  
16 to the IEP. Safeguards must be provided to assure  
17 that the Individualized Education Plans will not be  
18 used in the evaluation or rating process of any  
19 school employee or related service provider.  
20 Release time must be provided for IEP in-service  
21 education, for writing and maintenance of IEP's,  
22 and for conference time. The teacher-pupil ratio  
23 must be adjusted to take into consideration the  
24 additional time and work necessary to write and  
25 implement IEP's. The Association also believes  
26 that its members must continually monitor the  
27 impact of the IEP process on contract provisions  
28 such as preparation time, workday, release time,  
29 and other working conditions. Close monitoring of  
30 all funds for the development and maintenance of  
31 IEP's is essential. (97,98,09)

**D-30 STANDARDIZED HEALTH RECORDS**

1 The Association supports the use of a  
2 standardized health record that provides complete  
3 and accurate immunization and other vital health  
4 information for each child. (80,83,86,97)

**D-31 CLASS SIZE FOR REGULAR EDUCATION STUDENTS**

1 The Association believes that class size  
2 maximums should be established based on the  
3 needs of students, subject area content,  
4 physical facilities, and other criteria deemed  
5 important. Weighted class size formulas –  
6 should be implemented to reflect the inclusion  
7 of exceptional students. The Association  
8 believes that class size maximums must be  
9 established through the bargaining process.  
10 The Association further believes that class size  
11 should not increase as a result of a school  
12 entity's attempt to reduce the number of  
13 teaching positions through reduction in force,  
14 attrition, and/or lack of substitute teachers.  
15 The Association also believes existing rules  
16 and regulations concerning reductions of staff  
17 and programs must be enforced. (04,19,20)

**D-32 CLASS SIZE FOR SPECIAL EDUCATION STUDENTS**

1 The Association believes that class size  
2 maximums should be established based on the  
3 needs of students, subject area content, physical  
4 facilities, and other criteria as deemed important to

5 the IEP team. The Association believes that class  
6 size maximums should be established through the  
7 bargaining process.  
8 The Association further believes that class size  
9 should not increase as the result of a school  
10 entity's attempt to reduce the number of teaching  
11 positions through reduction in force and/or attrition.  
12 The Association also believes existing rules and  
13 regulations concerning reductions of staff and  
14 programs must be enforced.  
15 The Association further believes in the following  
16 special education caseloads and class size  
17 maximums:  
18 Caseloads, the number of students on a teacher's  
19 roster, shall be determined on the basis of  
20 maximums allowed and the amount of time  
21 required to fulfill the specific individualized  
22 programs. However, caseloads shall not exceed  
23 the established maximums. The duties assumed  
24 as a part of caseload include:  
25 Consulting with regular class teachers of  
26 exceptional students;  
27 Observing exceptional students;  
28 Assisting in teaching exceptional students  
29 regardless of service delivery location;  
30 Assisting in the MDT evaluation;  
31 Participating as a member of the IEP team.  
32 Individual caseloads shall be determined by the  
33 accumulated time allowed for providing the special  
34 education services and programs specified on the  
35 IEPs of students with exceptionalities. In  
36 consideration of time available, a teacher's  
37 caseload shall allow for necessary travel time  
38 between service delivery locations. For  
39 supplemental levels of intervention, in any  
40 location other than the regular classroom, the  
41 Association believes caseload maximums should  
42 be capped at:

|                                       |    |
|---------------------------------------|----|
| 43 a. Speech and Language Support     | 65 |
| 44 b. Gifted Support                  | 40 |
| 45 c. Learning Support                | 20 |
| 46 d. Life Skills Support             | 15 |
| 47 e. Emotional Support               | 15 |
| 48 f. Deaf/Hearing Impaired Support   | 15 |
| 49 g. Blind/Visually Impaired Support | 15 |
| 50 h. Physical Support                | 15 |
| 51 i. Autistic Support                | 10 |
| 52 j. Multiple Disabilities Support   | 10 |

53 For replacement levels of intervention, in any  
54 location other than the regular classroom, the  
55 Association believes caseloads maximums  
56 should be capped at:

|                                       |    |
|---------------------------------------|----|
| 57 a. Speech and Language Support     | 8  |
| 58 b. Gifted Support                  | 20 |
| 59 c. Learning Support                | 15 |
| 60 d. Life Skills Support             | 12 |
| 61 e. Emotional Support               | 10 |
| 62 f. Deaf/Hearing Impaired Support   | 8  |
| 63 g. Blind/Visually Impaired Support | 8  |
| 64 h. Physical Support                | 8  |

|                                     |   |
|-------------------------------------|---|
| 65 i. Autistic Support              | 6 |
| 66 j. Multiple Disabilities Support | 6 |

67 Caseload for services to students included in the  
68 regular education classroom should be capped at  
69 a ratio of 1 special education teacher per 12  
70 students. Caseload for early intervention  
71 occupational, physical, and speech therapy, should  
72 be limited to 40 students.  
73 The Association believes class sizes, the number  
74 of students receiving special education services in  
75 a room at any one time, should be capped at:

|                                       |    |
|---------------------------------------|----|
| 76 a. Gifted Support                  | 20 |
| 77 b. Learning Support                | 10 |
| 78 c. Life Skills Support             | 8  |
| 79 d. Emotional Support               | 8  |
| 80 e. Deaf/Hearing Impaired Support   | 8  |
| 81 f. Blind/Visually Impaired Support | 8  |
| 82 g. Physical Support                | 5  |
| 83 h. Autistic Support                | 5  |
| 84 i. Multiple Disabilities Support   | 5  |
| 85 j. Speech and Language Support     | 4  |

86 The Association believes that deviation by less  
87 than 25 percent at any one time in any one class is  
88 permitted as long as overall compliance throughout  
89 the year deviates by no more than ten percent.  
90 Deviation must require a written request for a  
91 waiver justified on educational grounds with notice  
92 to affected parents and teachers noting their right  
93 to respond to PDE prior to any decision on waiver.  
94 The Association further believes that  
95 paraprofessionals must be mandated for all  
96 inclusion and special education classes.  
97 (81,82,00,01)

**D-33 SOCIAL PROMOTION**

1 The Association urges the total school community  
2 to end the abuse of social promotion and to work  
3 toward the development of appropriate programs  
4 to ensure the proper placement and education of  
5 all students. (09)

**D-34 SAFETY IN SCHOOLS**

1 The Association believes that a primary  
2 responsibility of school districts is to provide for the  
3 safety of all students and staff. Policies should be  
4 developed, with staff input, that require volunteers  
5 and outside agencies to obtain appropriate  
6 clearances for the roles and positions they fill that  
7 are comparable to those required by school  
8 employees.  
9 The Association further believes that school  
10 districts provide volunteers and outside agencies  
11 with the information necessary to obtain mandated  
12 clearances. (13,15)

**D-35 SCHOOL VIOLENCE**

1 The Association supports efforts to identify causes  
2 of school violence at all levels. The Association  
3 further supports the planning and implementation  
4 of activities to prevent and/or eliminate violence in  
5 schools.  
6 The Association supports educational programs  
7 that emphasize gun safety and increased  
8 awareness of the need to keep firearms secured.  
9 The Association believes that all school entities  
10 must have an emergency plan that can be  
11 implemented should a violent act occur.  
12 The Association believes that all public-school  
13 personnel must be educated in effective options to  
14 utilize when faced with a violent or potentially  
15 violent situation.  
16 The Association believes that the public must be  
17 informed about the issue of violence in local school  
18 entities. The Association believes every community  
19 must support local school boards in developing  
20 and implementing alternative programs, providing  
21 facilities and appropriate personnel, reducing class  
22 size in order to promote a healthy climate for the  
23 educational process and to reduce the potential for  
24 violence in the schools.  
25 The Association believes all school entities should  
26 utilize educational employees' input to create clear,  
27 enforceable discipline codes.  
28 (80,84,86,98,99,01,13)

**D-36 SUBSTANCE ABUSE/CHEMICAL  
DEPENDENCY**

1 The Association encourages local school entities to  
2 establish drug education programs at the primary,  
3 intermediate, secondary, and college levels.  
4 The Association also encourages the appropriate  
5 training of educational professionals to recognize  
6 chemical dependent and at-risk students.  
7 The Association further advocates the use of  
8 intervention and rehabilitation programs to develop  
9 and maintain a dependency-free life. (90,97,15)

**D-37 FLUORIDATION**

1 The Association supports community water  
2 fluoridation, school water fluoridators and fluoride  
3 supplements as safe and effective procedures for  
4 reducing the incidence of dental cavities. It further  
5 supports education of the public and other health  
6 professionals concerning the importance of the use  
7 and benefits of fluoride supplements, including  
8 school-based topical fluoride treatments and  
9 fluoride mouth rinse and tablet programs. (85)

**D-38 SEXUAL ORIENTATION, GENDER  
IDENTIFICATION, AND GENDER EXPRESSION**

1 The Association believes that all persons,  
2 regardless of sexual orientation, gender  
3 identification, or gender expression should be  
4 afforded equal opportunity and guaranteed a  
5 safe and inclusive environment within the public

6 education system. The Association also believes  
7 that every school entity should provide voluntary  
8 counseling services and programs that are staffed  
9 by personnel trained to address issues related to  
10 sexual orientation or gender identity. (16,20)

**D-39 EXTRA DUTIES**

1 The Association believes that the quality and  
2 continuity of instruction of all students should be a  
3 priority. Therefore, educators should not be  
4 mandated to perform non-instructional duties or  
5 class coverages during instruction and instructional  
6 preparation time. All efforts should be made  
7 through the collective Bargaining process to  
8 safeguard these needs. (86,20)

**D-40 CELL PHONES/PERSONAL COMMUNICATION  
DEVICES**

1 The Association believes that schools should  
2 develop staff and student guidelines for the  
3 appropriate use of cell phones and personal  
4 communication devices during the school day.  
5 Such guidelines should be age-appropriate and  
6 promote respect for privacy, intellectual integrity,  
7 and a positive learning environment. (10)

**D-41 CONSERVATION**

1 The Association supports a serious and continuing  
2 societal commitment to the conservation of  
3 resources.  
4 The Association encourages recycling. It also  
5 advocates the use of recyclable, biodegradable,  
6 and/or disposable materials which are not  
7 environmentally damaging.  
8 The Association urges that school officials and  
9 resource management officials develop energy  
10 distribution plans that would ensure uninterrupted  
11 operation.  
12 The Association believes the provisions for school  
13 construction should be amended to require the  
14 incorporation of ecologically conservative climate  
15 control systems. (80,90,97)

**D-42 ATHLETIC PROGRAMS**

1 The Association believes that every student,  
2 regardless of gender, should be given an equal  
3 opportunity to participate in intramural and/or  
4 interscholastic sports. The Association urges that  
5 athletic funds for facilities, equipment, and  
6 remuneration of staff be equally allocated between  
7 female and male programs.  
8 The Association urges local school entities to  
9 promote healthful attitudes and practices in all  
10 athletic programs. The Association believes the  
11 Pennsylvania Interscholastic Athletic Association  
12 (PIAA) must be accountable to the State Board of  
13 Education, but the PIAA should continue to  
14 coordinate and direct interscholastic athletics  
15 within State Board of Education policies.  
16 The Association opposes any "pay for play"

17 program that does not incorporate provisions for  
18 economically disadvantaged participants.  
19 (81,91,11)

#### **D-43 PERFORMING AND VISUAL ARTS EDUCATION (NEW)**

1 **The Association believes that artistic**  
2 **expression to an individual's intellectual,**  
3 **aesthetic, and social-emotional development.**  
4 **Furthermore, the visual and performing arts**  
5 **transcend cultural barriers, foster**  
6 **multicultural understanding, and promote**  
7 **critical thinking skills.**  
8 **The Association also believes that pre-K**  
9 **through 12 curricula must include a balanced,**  
10 **comprehensive, and sequential program of**  
11 **visual and performing arts discipline. All**  
12 **performing and visual arts education must be**  
13 **held in a facility or room designed for that**  
14 **purpose. Resources must be sufficient to**  
15 **maintain and upgrade materials and to provide**  
16 **for emerging technologies. (21)**

#### **V. TO PROMOTE A POSITIVE EDUCATIONAL ENVIRONMENT THAT ADDRESSES THE NEEDS OF THE WHOLE STUDENT**

##### **V.1 Health and Welfare**

#### **E-01 NATIONAL HEALTH CARE**

1 The Association believes that access to an  
2 affordable comprehensive, national health care  
3 program is a right of every citizen.  
4 The Association also believes that any national  
5 health care program should allow citizens the  
6 option to maintain their current health care plan.  
7 (91,95,09)

#### **E-02 STUDENT HEALTH SERVICES**

1 Health service programs for school-age students  
2 should be effectively and efficiently coordinated by  
3 properly certificated personnel within the existing  
4 school health programs. The school district shall  
5 be reimbursed for these services. (16)

#### **E-03 NUTRITION**

1 The Association believes that proper nutrition is  
2 essential to student success. School food service  
3 programs should be supported by public funds and  
4 shall be nutritionally balanced, appealing, and  
5 affordable.  
6 The Association further believes that only  
7 nutritionally wholesome foods should be available  
8 for students at school. (90,13)

#### **E-04 STUDENT VACCINATIONS**

1 The Association believes that vaccinations are  
2 necessary to control and eradicate infectious  
3 diseases.  
4 The Association further believes that all

5 students must have the required vaccinations in  
6 order to attend school.  
7 The Association recognizes that students may be  
8 exempted from these vaccinations only for  
9 religious or documented medical reasons. (15,20)

#### **E-05 PSYCHOLOGICAL SERVICES**

1 The services of a psychologist should be available  
2 for psychological evaluations of students and for  
3 consultations with parents and teachers of children  
4 with adjustment difficulties. (16,21)

#### **E-06 CHILD ABUSE AND NEGLECT**

1 The Association believes that all children must be  
2 protected from physical abuse, emotional abuse,  
3 sexual abuse, and neglect committed by adults or  
4 children. Policies must be adopted to end abuse  
5 and neglect in all school programs.  
6 The Association also believes that education  
7 employees must be informed of their legal rights  
8 and responsibilities related to reporting suspected  
9 cases of child abuse and neglect.  
10 The Association further believes that districts  
11 should provide on-going professional development  
12 on the topic of child abuse.  
13 (80,81,85,93,95,02,14,15)

#### **E-07 SOCIAL AND EMOTIONAL LEARNING**

1 The Association believes that students must learn  
2 the social-emotional skills of self-awareness, self-  
3 management, social awareness, decision-making,  
4 and relationship management.  
5 The Association supports the utilization of  
6 evidence-based instructional methods and  
7 adequate professional staffing including, but not  
8 limited to school counselors, social workers,  
9 mental health workers, nurses, and psychologists  
10 to provide services designed to develop and  
11 promote healthy social and emotional skills. (19)

#### **E-08 SCHOOL BUS SAFETY**

1 The Association believes that school bus safety  
2 must be a top priority for all school districts. The  
3 Association also believes overcrowding of school  
4 buses represents a danger to all students and that  
5 seating must not exceed two students per seat at  
6 all grade levels.  
7 The Association further believes that all school  
8 buses should be equipped with safety restraint  
9 systems for all passengers. (19)

#### **E-09 LOCKDOWN DRILLS**

1 The Association believes that lockdown drills must  
2 not be the only options to address school  
3 emergencies.  
4 The Association further believes that school  
5 entities that plan to use lockdown drill procedures  
6 must adopt a comprehensive plan that includes  
7 school violence prevention programs, threat  
8 assessment, and access to mental health

9 professionals. (19,20)

## V.2 Educational Content

### E-10 STUDENT RIGHTS AND RESPONSIBILITIES

1 The Association believes that basic student rights  
 2 include the right to free inquiry and expression; the  
 3 right to freedom of association; the right to  
 4 freedom of peaceful assembly and petition; the  
 5 right to participate in the governance of the school,  
 6 college, and university; the right to freedom from  
 7 discrimination; the right to freedom from  
 8 commercial exploitation; and the right to equal  
 9 educational opportunity.  
 10 The Association also believes students have the  
 11 right to learn **without bias, and** free from  
 12 academic tracking based on socioeconomic status,  
 13 ethnicity, English language proficiency, race,  
 14 gender, gender identity, **and/or** special needs.  
 15 The Association further believes that [each of  
 16 these] **student** rights [carries] **carry** [with it a  
 17 comparable responsibility] **responsibilities**.  
 18 Student responsibilities include regular school  
 19 attendance, conscientious effort in classroom work,  
 20 and conformance to school rules and regulations.  
 21 No student has the right to interfere with the  
 22 education of other students. It is the responsibility  
 23 of each student to respect the rights of everyone  
 24 involved in the educational process. Students have  
 25 the responsibility to cooperate with all education  
 26 employees in developing a climate within the  
 27 school that is conducive to learning. (80,84,98,10,  
 28 12,20,**21**)

### E-11 CHARTER SCHOOLS/CYBER-CHARTER SCHOOLS

1 The Association believes that any charter/cyber-  
 2 charter school proposal must directly involve public  
 3 school employees in the design, implementation,  
 4 and governance of these schools and programs.  
 5 Charter/cyber-charter schools must not divert  
 6 current funds from any public-school programs.  
 7 Procedures must be in place to adequately  
 8 safeguard: local association contracts and other  
 9 employment provisions for all employees; non-  
 10 discriminatory and equal educational opportunities;  
 11 staffing and financial responsibilities; compliance  
 12 with laws, regulations and standards that govern  
 13 public schools.  
 14 The Association believes that all public-school  
 15 students, including charter/cyber-charter school  
 16 students, must be required to meet the same  
 17 proficiency requirements on the same state-  
 18 mandated assessments.  
 19 The Association also believes that any scores from  
 20 mandated tests should be attributed only to that  
 21 charter or cyber-charter school in which the  
 22 student is enrolled.  
 23 The Association further believes that charters  
 24 should be granted for a limited period of time and

25 should serve as labs for field testing and curricular  
 26 innovations. Renewal of charters should be  
 27 contingent upon achievement of objectives,  
 28 missions, goals, and standards required by the  
 29 Department of Education.  
 30 The Association believes that charters should be  
 31 monitored on a continuing basis and be subject to  
 32 modification or revocation at any time if the  
 33 students' or the public's interest is at stake.  
 34 The Association also believes that charter/cyber-  
 35 charter schools must provide equal access to all  
 36 students with exceptionalities.  
 37 The Association believes that legislation pertaining  
 38 to employment qualifications and evaluations  
 39 should be uniform for employees of public and  
 40 charter/cyber-charter schools.  
 41 (95,02,07,10,11,12,13)

### E-12 HOME SCHOOLING

1 The Association believes that home schooling  
 2 programs based on parental choice do not provide  
 3 the student with a comprehensive educational  
 4 experience. When home schooling occurs,  
 5 students enrolled must meet all state curricular  
 6 requirements, including the taking and passing of  
 7 assessments to ensure adequate academic  
 8 progress.  
 9 The Association believes that all public-school  
 10 students, including home schooled students, must  
 11 be required to meet the same proficiency  
 12 requirements on the same state-mandated  
 13 assessments.  
 14 The Association also believes that any mandated  
 15 testing scores of home-schooled students should  
 16 not be attributed to any school district.  
 17 The Association further believes that when home  
 18 schooling is a matter of parental preference, all  
 19 expenses should be borne by the parents. (08,11)

### E-13 CAREER AND TECHNICAL EDUCATION

1 The Association believes that Career and  
 2 Technical Education programs are integral  
 3 components of public education. The Association  
 4 also believes that in order for equal educational  
 5 opportunity to be available for each student of the  
 6 Commonwealth, career and technical education  
 7 should be provided for students of every education  
 8 community. (17)

### E-14 STUDENT TRANSFERS

1 The Association opposes all transfers that cause  
 2 funding disparity, segregation, and/or scholastic or  
 3 extracurricular elitism. (92,14)

### E-15 TRANSFER OF STUDENT RECORDS/PORTFOLIOS

1 The Association believes that to assure proper  
 2 student placement in any educational system,  
 3 immediate transfer of the student and his/her  
 4 records/portfolios is essential.

5 School entities shall ensure proper placement  
6 through the use of records/portfolios, placement  
7 test and other appropriate information before  
8 admission of the student to class. (80,83,95,13)

#### **E-16 REDUCTION IN STUDENT NUMBERS**

1 The Association believes that when enrollment  
2 declines, school entities should use this  
3 opportunity to reduce class size, expand  
4 individualized instruction, introduce new courses,  
5 increase adult education during the school day,  
6 and incorporate day care centers as part of the  
7 school program. The Association believes that a  
8 reduction in student numbers should not be the  
9 reason for curtailment of programs.  
10 The Association urges legislation, adoption of  
11 school board policies, and development of master  
12 contracts which would reduce class size and/or  
13 teacher-student ratios.  
14 The Association believes that local associations  
15 must refrain from negotiating reduction of the  
16 number of instructional staff members or program  
17 eliminations or sacrificing pupil personnel services  
18 in order to settle a contract. (81,83,84,90,01)

#### **E-17 CLASS SIZE**

1 The Association believes that small class size will  
2 improve student achievement.  
3 The Association believes that a maximum class of  
4 15 students is appropriate for kindergarten through  
5 grade three; a maximum class size of 18 students  
6 in grades four and five; and a maximum of 20  
7 students in grades six through twelve.  
8 The Association believes that resources must be  
9 provided to schools and districts serving low-  
10 income students to restrict class sizes in the  
11 primary grades. (16)

#### **E-18 MANDATORY ATTENDANCE LAWS**

1 The Association believes that consistent student  
2 attendance in school is vital to academic success.  
3 The Association supports reasonable efforts to  
4 minimize tardiness, truancy, and other attendance  
5 issues. The Association further believes flexible  
6 student schedules should be available to afford  
7 opportunities for students to attend classes and to  
8 be employed part-time in relevant work. Students  
9 who have difficulty in the prescribed educational  
10 programs should be provided alternative  
11 supervised offerings. (81,11,18)

#### **E-19 STUDENT EMPLOYMENT**

1 The Association believes that the primary  
2 responsibility of school age students is to obtain an  
3 education. The Association further believes that  
4 student employment should enhance the academic  
5 experience and recommends that school entities,  
6 in cooperation with the community, ensure  
7 compliance with the existing laws and regulations  
8 which govern employed students. (93,13)

#### **E-20 SAFETY EDUCATION**

1 The Association believes that safety education for  
2 all students should be a joint endeavor involving  
3 students, parents/guardians, school employees,  
4 and the community at large. Comprehensive  
5 safety education programs addressing safety  
6 issues and concerns should be made available to  
7 everyone involved so they may contribute to the  
8 protection and well-being of all students. (10)

#### **E-21 ADMINISTRATION OF STANDARDIZED TESTS**

1 The Association believes that the method and  
2 timing of assessment of students should be  
3 determined by each school entity and that at least  
4 160 days of instruction must occur prior to the  
5 administration of any high stakes testing. (16)

#### **E-22 EDUCATIONAL EQUITY IN PUBLIC EDUCATION**

1. The Association believes it is a fundamental  
2. responsibility of the Commonwealth to promote a  
3. system of equitably distributed resources and  
4. support to ensure every student has an equal  
5. opportunity for success.  
6. The Association also believes in the importance  
7. of a school-wide curriculum that fosters respect  
8. for diversity, equity, and inclusion. All public  
9. schools must include observances, programs,  
10. and curricula that accurately portray and  
11. recognize the roles, contributions, cultures, and  
12. history of diverse groups and individuals.  
13. The Association further believes that education  
14. must foster a vibrant, pluralistic society that  
15. authentically reflects diverse populations and  
16. cultural perspectives. (20)

#### **V.3 Discipline and Behavior**

#### **E-23 BULLYING**

1 The Association believes the school environment  
2 must be free from all forms of bullying, including  
3 but not limited to, physical and psychological  
4 bullying and cyber bullying. Bullying is the  
5 systemic and chronic infliction of physical hurt  
6 and/or psychological distress on one or more  
7 individuals.  
8 The Association recognizes that bullying can  
9 involve and affect all members of the school  
10 community. School districts should develop and  
11 implement educational programs designed to help  
12 all stakeholders recognize, understand, and  
13 prevent all forms of bullying. School districts and  
14 higher education entities should provide ongoing  
15 training, resources and support to all staff  
16 regarding the recognition of, prevention of, and  
17 responses to bullying. (08,10,12,17)

#### **E-24 DISRUPTIVE BEHAVIOR**

1 The Association acknowledges the importance of

2 recognizing individual differences among students  
3 that impose unusual stress on the present  
4 structure of American education. We believe that  
5 this burden must be shared equally by all levels  
6 responsible for public education, including  
7 education employees, parents, and directors of  
8 school districts. The Association urges school  
9 districts to employ qualified professional staff to  
10 teach and work with disruptive and socially  
11 maladjusted students using flexible but appropriate  
12 programs and facilities. Guidelines must be  
13 established by the profession to identify students  
14 who need special approaches or programs.  
15 Inservice and/or training programs on various  
16 approaches to problems of discipline and violence  
17 should be made available.  
18 The Association recognizes that there are extreme  
19 cases of disruptive students who exceed the  
20 standard disciplinary capabilities of public schools.  
21 The Association recommends an integrated  
22 approach that involves the school entity, social  
23 agencies, and families to select alternative school  
24 programs and facilities that will best meet student  
25 needs.  
26 The Association believes that the local bargaining  
27 unit should have the right to reflect the concerns of  
28 the profession at a student suspension or  
29 expulsion hearing. (80,90,04,13)

#### **E-25 RESPONSIBILITY FOR CONDUCT OF STUDENTS TRAVELING TO AND FROM SCHOOL**

1 The Association believes that the conduct of  
2 students traveling to or from school should be  
3 made the legal responsibility of parents/guardians  
4 of the students. The school should be required to  
5 assume responsibility only during the school day  
6 when the student is on school property, utilizing  
7 school transportation, and/or participating in a  
8 school-sponsored activity. (81,07)

#### **V.4 School**

#### **E-26 CORPORAL PUNISHMENT**

1 The Association supports the use of non-violent  
2 strategies to promote appropriate student  
3 behavior.  
4 The Association further believes that corporal  
5 punishment, or the threat of it, should not be used  
6 as a means of disciplining students. (05,14)

#### **E-27 JUVENILE OFFENDERS**

1 The Association believes that juvenile offenders  
2 adjudicated delinquent by the juvenile justice  
3 system and /or placed in detention centers or  
4 residential treatment programs should be provided  
5 with education programs and other support  
6 services that will enable them to become  
7 contributing members of society. Juvenile  
8 offenders who pose a threat to the health and

9 safety of others and who are not placed in these  
10 centers should be provided educational services in  
11 an appropriate alternative setting.  
12 The Association also supports adequate funding  
13 for programs that provide alternatives to  
14 incarceration, discourage recidivism, and engage  
15 juveniles in positive behavior management  
16 activities and community-based rehabilitation that  
17 include counseling and community services. (18)

#### **V.5 Special Circumstances**

#### **E-28 EDUCATION FOR INDIVIDUALS WITH EXCEPTIONALITIES**

1 The Association supports a free and appropriate  
2 public education for all individuals with  
3 exceptionalities. The Association believes that the  
4 educational needs of individuals with  
5 exceptionalities should be met to the greatest  
6 degree possible, but not to the detriment of others.  
7 The Association also believes these individuals  
8 must be placed in an environment which best suits  
9 their educational needs. Teachers must have  
10 control over the development and implementation  
11 of these programs.  
12 Additionally, the Association believes that school  
13 personnel working with individuals with  
14 exceptionalities must be provided with ongoing  
15 professional development to stay current with  
16 legislation and best practices relating to the  
17 education of individuals with exceptionalities.  
18 The Association further believes that intermediate  
19 units must be utilized to provide special services  
20 for pre-school children with exceptionalities when  
21 these services are not available in a local school  
22 entity. (81,15)

#### **E-29 REQUIRED STATE AND LOCAL ASSESSMENTS FOR INDIVIDUALS WITH IEPS**

1 The Association believes that the Individualized  
2 Educational Plan (IEP) team should dictate what  
3 required state and local assessments are deemed  
4 appropriate for students with exceptionalities and  
5 allow for exclusions and/or alternative forms of  
6 assessment.  
7 (05,06)

#### **E-30 CHILDREN OF MIGRANT AND MOBILE FAMILIES**

1 The Association supports state and federal  
2 legislation guaranteeing equal educational  
3 opportunities for the children of displaced, migrant,  
4 and mobile families. (81,84,17)

#### **E-31 PARENT/TEACHER CONFERENCES**

1 The Association believes that parents/guardians of  
2 school age children have a responsibility to attend  
3 parent-teacher conferences. The Association also  
4 believes that individual school districts should  
5 strongly encourage parents/guardians to attend

6 these conferences. (10)

**E-32 SCHOOL ENVIRONMENT AND DISCIPLINE**

1 The Association believes that a safe and  
2 supportive environment in which students are  
3 treated with dignity is the right of every student.  
4 The Association also believes that school entities  
5 should promote the study, development and  
6 funding of a variety of effective disciplinary  
7 procedures.  
8 The Association further believes that policies  
9 promoting educational processes, which  
10 emphasize prevention, effective interventions, and  
11 rehabilitation, will decrease the need for out of  
12 school suspensions, expulsions, in school arrests,  
13 and the practice that is commonly called the  
14 school-to-prison pipeline. (17)

**E-33 ENVIRONMENTALLY SAFE SCHOOLS**

1 The Association believes that all students should  
2 be taught in school facilities that have healthy  
3 indoor air quality, be safe from environmental and  
4 chemical hazards, and be safe from hazardous  
5 electromagnetic fields.  
6 The Association further believes that it is  
7 incumbent on school entities to be forthcoming  
8 with information regarding mold infestation and  
9 other indoor environmental hazards in school  
10 facilities. Periodic independent testing for harmful  
11 water and detrimental airborne particles/agents  
12 that can affect the health of any individual must be  
13 performed by a licensed third-party and publicly  
14 reported to all stakeholders. Corrective actions  
15 should be completed to eliminate the problems in a  
16 timely manner.  
17 The Association supports facility designs with the  
18 use of RG non-toxic materials that promote healthy  
19 indoor air quality through properly designed,  
20 installed, and maintained heating, ventilation, and  
21 air conditioning (HVAC) systems. (18)

**E-34 INDIVIDUAL LEARNING, GROWTH, AND DEVELOPMENT**

1 The Association believes that learners grow and  
2 develop at different rates and in different ways.  
3 Individual learning progresses in a highly complex  
4 manner that includes periods of rapid growth and  
5 periods of intellectual consolidation.  
6 The Association also believes that individuals learn  
7 best in caring, challenging, and safe environments  
8 that support and engage each learner. Individual  
9 students require learning opportunities that are  
10 differentiated and responsive to their needs,  
11 interests and learning styles.  
12 The Association further believes in the use of  
13 developmentally appropriate instructional  
14 practices. (18)

**E-35 PHYSICAL ACTIVITY AND RECESS**

1 The Association believes that regular physical  
2 activity provides an active form of learning that  
3 encourages a healthy lifestyle and promotes  
4 physical, mental, and emotional wellness. This  
5 physical activity should be provided for all  
6 students through physical education classes,  
7 recess, and movement activities scheduled  
8 throughout the day.  
9 The Association also believes that recess allows  
10 students to develop interpersonal and problem  
11 solving skills and that it is not a substitute for a  
12 comprehensive physical education program.  
13 The Association further believes that withholding  
14 recess should be implemented sparingly. (18)

**E-36 MITIGATING STUDENT DEBT**

1 The Association believes that the Commonwealth  
2 of Pennsylvania must provide financial support for  
3 public higher education students. Graduates of  
4 Community Colleges, state supported, and state  
5 related universities should have access to financial  
6 aid that will help eliminate student debt. Graduates  
7 from Community Colleges, state supported, and  
8 state related institutions of higher education who  
9 are employed in the Commonwealth for at least  
10 two years should be granted debt and loan  
11 forgiveness. (19)

**E-37 COMPREHENSIVE SCHOOL COUNSELING PROGRAMS**

1 The Association believes that comprehensive  
2 school counseling programs, designed and  
3 delivered by certified school counselors, contribute  
4 to the optimal development of all students,  
5 addressing their academic, career, and  
6 social/emotional needs throughout their K-12  
7 educational experience.  
8 The Association believes that school counselors  
9 should dedicate at least 80% of their time to direct  
10 student services in order for students to receive the  
11 most efficient and effective benefits from these  
12 services. (21)

## **RESOLUTIONS COMMITTEE**

James G. Vaughan, *Executive Director, Harrisburg*  
Joe Canamucio, *Staff Consultant, Harrisburg*  
Dr. Pamela Brown, *Board Liaison, Oxford EA*

|                         |   |
|-------------------------|---|
| <b>CENTRAL</b>          | Lori M. Mowery, <i>Assoc. Mifflin Co. EA</i><br>Allison, Becker, <i>State College EA</i>  |
| <b>CENTRAL-WESTERN</b>  | Lori A. Beard, <i>Richland EA</i><br>Ashley Mondale, <i>Leechburg EA</i>  |
| <b>EASTERN</b>          | Mark R. Leibold, <i>Allentown EA</i><br>Hugh J. Lesster, <i>Allentown EA</i>  |
| <b>ESP</b>              | Diane M. Crocco, <i>Colonial Food Svs. ESP</i><br>Adam Lanza, <i>Western Wayne ESP</i><br>Angela Pope, <i>Beaver Co. CC ESP</i><br>Joanne Ruse, <i>Lower Merion ESP</i><br>Delores M. Scales, <i>Woodland Hills ESP</i> |
| <b>MIDEASTERN</b>       | William M. Gerhauser, III, <i>Council Rock EA</i><br>Robert T. Guzik, <i>Colonial EA, Chair</i><br>Mike Hermann, <i>Pennsbury EA</i>  |
| <b>MIDWESTERN</b>       | Janet L. Becker, <i>Seneca Valley EA</i><br>Tina Farmakis-King, <i>Lakeview EA</i>  |
| <b>NORTHEASTERN</b>     | Heather E. Kolanich, <i>Pocono Mt. EA</i><br>Shane M. Kraynak, <i>Pocono Mt. EA</i>   |
| <b>NORTHWESTERN</b>     | Timothy Hart, <i>Valley Grove EA</i><br>Mary Kate O'Connell, <i>Wattsburg EA</i>  |
| <b>SOUTHEASTERN</b>     | Dean R. Beckett, <i>Interboro EA</i><br>Nicole Gordon, <i>Penn Delco EA</i>   |
| <b>SOUTHERN</b>         | Megan Klopp, <i>Conestoga Valley EA</i><br>Kristy Moore, <i>Hempfield EA</i><br>Todd Smeltz, <i>Conestoga Valley EA</i><br>Carol Yanity, <i>Cumberland Valley EA</i>  |
| <b>SOUTHWESTERN</b>     | Travis Closser, <i>Burgettstown EA</i><br>Tina Ruozi, <i>Mount Pleasant EA</i>  |
| <b>WESTERN</b>          | Regis McDevitt, <i>Northgate EA</i><br>Michelle Paige, <i>Moon EA</i>   |
| <b>STUDENT PSEA</b>     | Vacant  |
| <b>PSEA-RETIRED</b>     | Philip T. Russo, <i>Luzerne Co. PSEA-Retired</i>  |
| <b>ETHNIC MINORITY</b>  | Rolanda Pagan-San Martin, <i>York City EA</i>   |
| <b>HIGHER EDUCATION</b> | Joyce Thompson, <i>Lehigh Carbon CC</i>   |

## **DEPARTMENT REPRESENTATIVES**

|  |                                      |
|--|--------------------------------------|
| Department of Pupil Services               | Adam Oldham, <i>Big Spring EA</i>    |
| Department of Career and Technical Studies | Sherisa Nailor, <i>Big Spring EA</i> |

## **NEA RESOLUTIONS**

|  |   |
|--|---|
| Tom Ferrari, <i>Ephrata EA</i>               | Delores Scales, <i>Woodland Hills ESP</i> |
| Melanie Masciantonio, <i>Upper Darby EA</i>  | Michelle Sholder, <i>Capital Area EA</i>  |
| Rebecca McLain, <i>West Chester EA</i>       | Kristy Snider, <i>Pocono Mt. EA</i>       |
| Lori M. Mowery, <i>Assoc. Mifflin Co. EA</i> |   |



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