



**Welcome to the Pennsylvania
State Education Association**

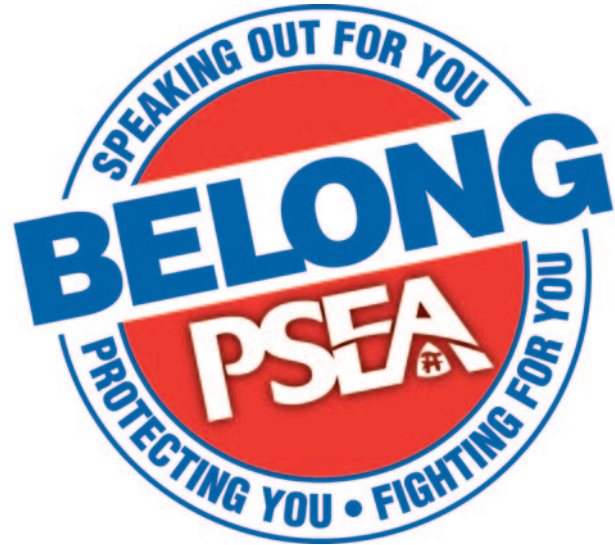
2 0 2 4 - 2 5 S C H O O L Y E A R

Welcome to PSEA

Thank you for joining PSEA. There are so many reasons to belong.

As a PSEA member, you join 174,000 educators, support professionals, school nurses, psychologists, and school counselors who teach and serve students in Pennsylvania's public schools every day.

While you do this important work, know that PSEA will advocate for you and provide you with the professional resources you need to make your job easier.



A Message from the President

Welcome to PSEA.

As you begin your membership in our Association, you also begin your journey in making a difference for our students, our schools, and our communities.

Throughout, PSEA will have your back every step of the way.

PSEA is strong because of our members. I see firsthand how our Association works best when our members are active. I've also experienced it.

So, take the leap and get involved in your local association. Whether you attend a local association meeting or participate in a PSEA region event, I guarantee your voice will be heard.



AARON CHAPIN
PSEA President

Message Polling Results

In September 2023, PSEA surveyed 800 Pennsylvania voters and found that they have a positive view of our schools and PSEA members. Here are a few key highlights from the poll:

- **Positive view of public schools.** Almost twice as many Pennsylvania voters have a positive view of public schools than have a negative view. And the majority of people say local public schools are excellent or good rather than poor or just fair.
- **Positive views of teachers and support staff.** Democrats, Republicans, and Independents overwhelmingly have positive views of teachers and support staff.

- **Support for higher pay.** Approximately eight in 10 Pennsylvania voters support increasing minimum salaries for teachers to \$60,000 and minimum wages for support staff to \$20 per hour.



Member Story: *Patty Jackson*

English teacher Patty Jackson is one of 40 published authors featured in the compendium *“From a Certain Point of View: 40 Stories Celebrating 40 Years of ‘Return of the Jedi.’”*

Noticing the underrepresentation of diversity in the franchise, Jackson made her character a Black man who had to work harder than others.

“Representation matters, and it can have a profound impact on how children perceive themselves and their potential.”

Read Patty’s story at
www.psea.org/ourstory#patty



Focused on Serving Members

Members like you lead PSEA. We encourage you to meet members in your local association and learn how they can support you.

Do you have a question about your school, your contract, or your job? Contact your local president for help. Do you want to be involved in region-level events? Call your region leader. Do you want to meet state officers and help elect the Association's leaders? Join us at the PSEA House of Delegates.

To learn more, go to
www.psea.org/locals



PSEA has a highly trained staff that is responsible for helping you do your job and protecting and improving your profession.

Many of these staff members work in one of PSEA's 12 field offices across Pennsylvania and help with local contract issues and arbitrations.

Others work at PSEA's headquarters office in Harrisburg, focusing on government relations, communications, legal, education policy, and research issues.

No matter where they are located, every staff member is dedicated to helping you.



Your Pension, Your Future

Have you started to think about your retirement? You have a decision to make. As part of PSERS, you have three retirement plans to choose from, but you only have a limited time to make the choice.

You will automatically be enrolled as a Class T-G member in a hybrid retirement plan which has a defined benefit (DB) pension plan component and a defined contribution (DC) plan component. Educators who stay in public education and stay in Class T-G are guaranteed the highest monthly benefit.

Want to remain a Class T-G member? You do not need to do anything further. Not certain what you'd like to choose? Visit the PSERS New Member Election Calculator: [***psersapps.pa.gov/electioncalculator***](https://psersapps.pa.gov/electioncalculator)



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

Here's the difference between the three retirement plans for a member who works in school service for 35 years.

Class T-G: 9% X 35 = Annual Pension Benefit
that is 61% of your Final Average Salary

Class T-H: 8.25% X 35 = Annual Pension Benefit
that is 52% of your Final Average Salary

Class D-C: 7.5% X 35 = Annual Pension Benefit
that is 33% of your Final Average Salary

Disclaimer: PSEA provides this information to new and potential members for general education about pension options. This is not intended and should not be used for the purpose of making specific investments and/or retirement decisions.
Note: For SERS members, the class selection titles differ. Go to www.sers.pa.gov to learn more.

Student Debt Support

Earning a college degree shouldn't leave you with crippling student debt. That's why NEA is working to cancel student debt and improve loan forgiveness programs for educators. As a PSEA member, you have access to NEA's Student Debt Navigator, a free online student loan evaluation tool to help you manage your debt with:

- ✓ **Easy-to-use software that automatically determines repayment options and any loan forgiveness programs**
- ✓ **Student loan experts ready to help**

Learn more at www.psea.org/studentdebtrelief



PSEA's Center for Professional Learning & PEARL

PSEA's Center for Professional Learning offers professional development programs like webinars, book discussions, and PEARL, PSEA's hub for online learning.

Start learning at www.psea.org/prolearning

Earn postgraduate credits from PennWest University for \$70 each!

More than 150 postgraduate credits are available across a wide range of teaching and learning topics that can count toward the 24 credits required for a Level II certificate and may count toward salary advancement. For support professionals, these courses may meet Chapter 14 requirements.



90

courses and counting
are now available
on PEARL

3,633

members are
currently enrolled in
PEARL courses

10,507

PEARL courses
have been completed
by PSEA members



Member Story: *Wallenpaupack Aviation*

Eric Greenberger used his decades of aviation industry experience and connections to create the Wallenpaupack Aeronautical Science & Aviation program that focuses on four careers: professional pilot, air traffic control, aviation management, and aviation maintenance.

“We’ve got a number of kids flying right now. Several are wrapping up their private pilot certificates. We’ve got the community involved; we’ve got the industry involved. It’s just awesome. And the kids are in love with it.”

Read Eric’s story at [***www.psea.org/ourstory#aviation***](http://www.psea.org/ourstory#aviation)



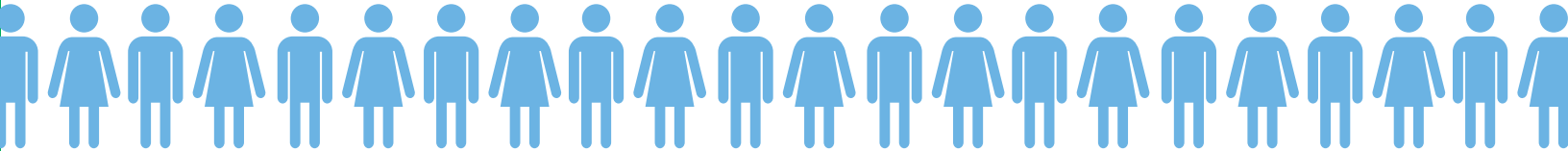
Member Numbers

PSEA's total membership is 174,212. More than 16,470 new members joined between August 2022 and September 2023, with 7,898 enrolling in PSEA online.

There is strength in numbers, and PSEA is strong because of members like you.

total members
174,212

new members
16,470



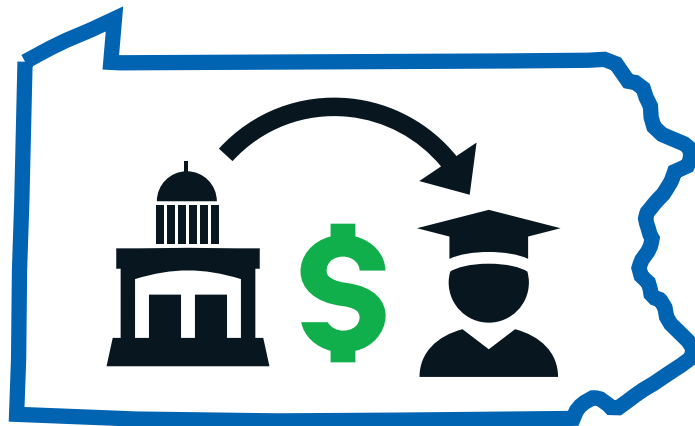
School Funding

Working with policymakers to fix Pennsylvania's broken public school funding system is one of PSEA's top priorities. And we're making progress.

In 2023, Pennsylvania's Commonwealth Court decided that our public school funding system is unconstitutional. In 2024, the Basic Education Funding Commission issued a majority report with solutions to fix the funding system. And, in his FY 2024-25 proposed state budget, Gov. Josh Shapiro included a bold, multiyear plan to increase public school funding.

Learn more at www.psea.org/schoolfunding

At the time of printing, Gov. Shapiro's 2024-25 state budget was not yet passed.



Collective Bargaining Matters

Why is collective bargaining so important?
Because salaries and benefits for educators
and support professionals are better in states
where people belong to associations like ours.

WE

That's the key word.

Our Association is only as strong as the members
who belong. We all need to belong in order to
effectively negotiate our salaries, benefits, and
working conditions. Membership is strength.

EA Members

PA SALARIES
31% HIGHER

than states where fewer people belong to
associations like ours.



Our average EA salary is
\$16,713 HIGHER
than in states where fewer people belong
to associations like ours.

ESP Members

PA SALARIES
17% HIGHER

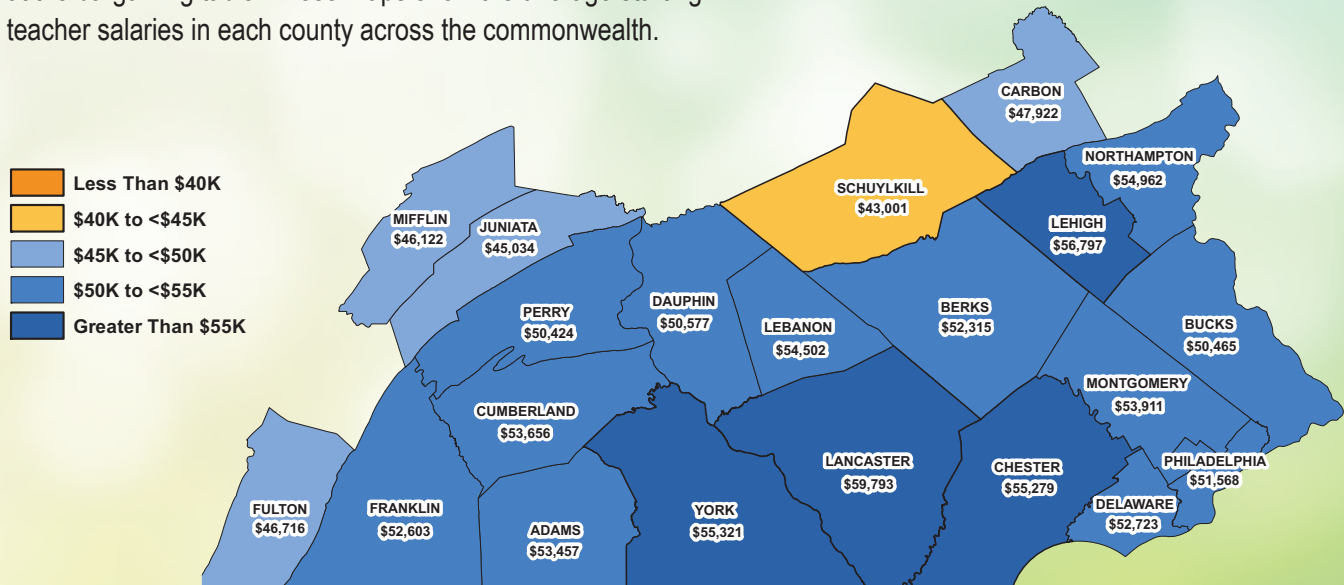
than what ESPs earn in states where fewer
people belong to associations like ours.



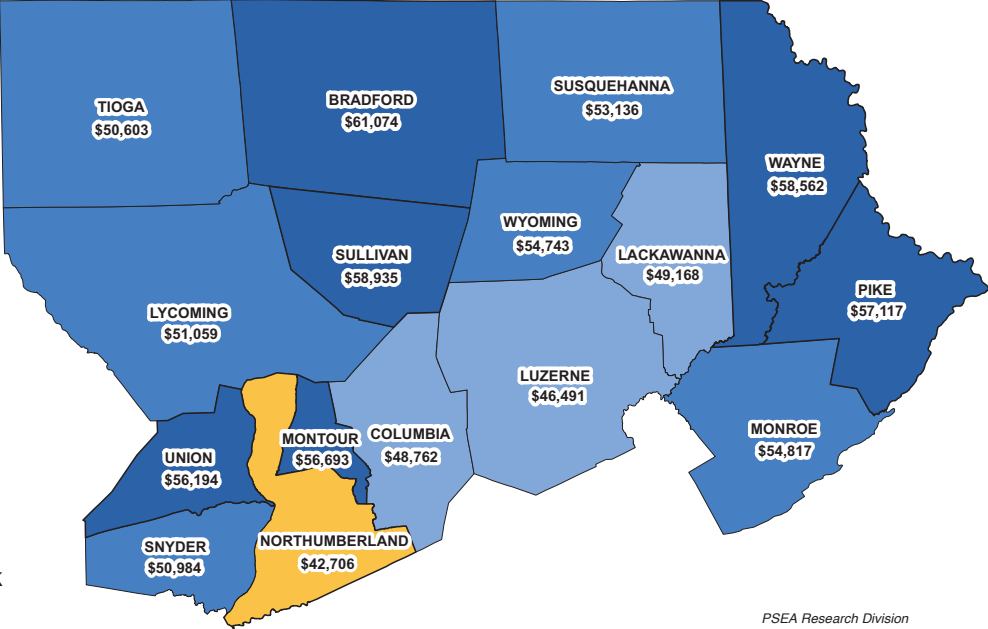
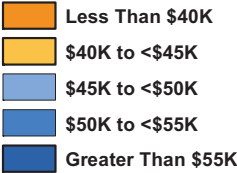
Our average ESP salary is
\$4,950 MORE
than in states where fewer people belong
to associations like ours.

Average Starting Teacher Salaries

PSEA has made steady progress to increase starting teacher salaries at the bargaining table. These maps show the average starting teacher salaries in each county across the commonwealth.

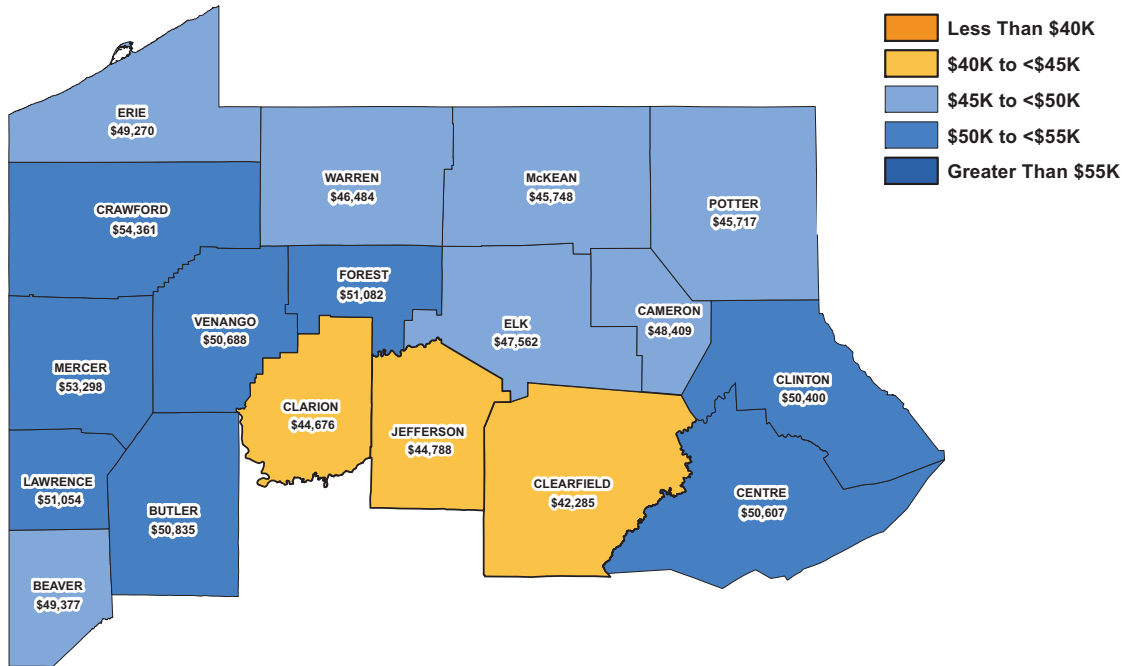


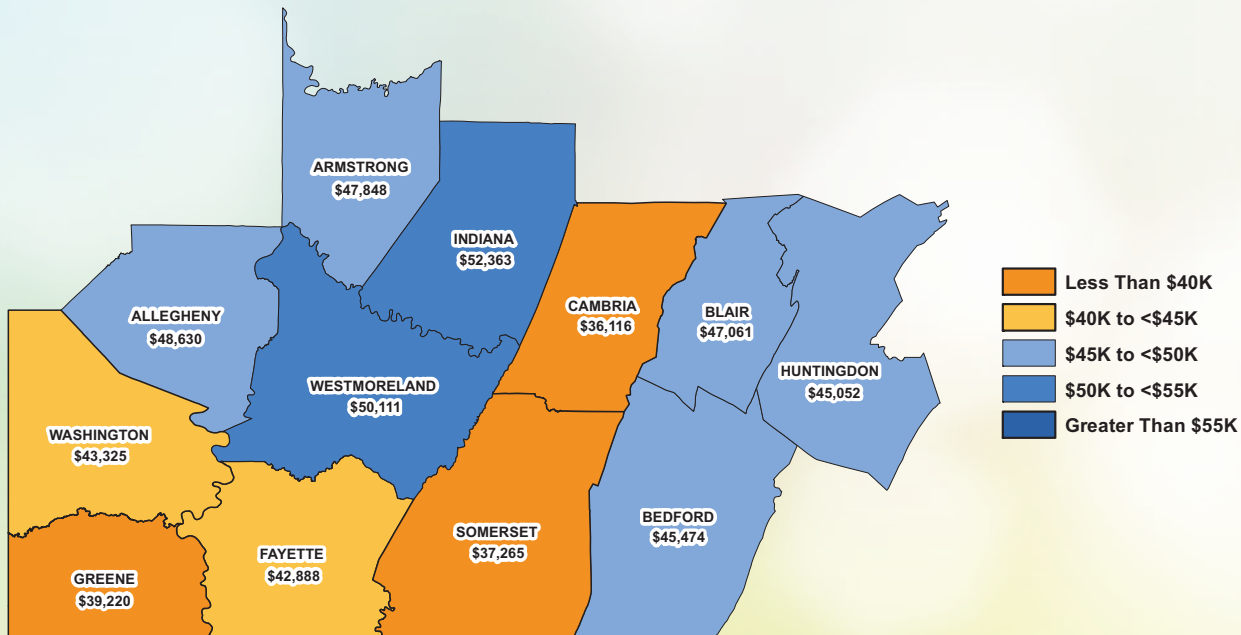
Find starting and average EA salaries and minimum and maximum ESP wages by school district at www.psea.org/salarycenter



PSEA Research Division
Date: 3/2024

Average Starting Teacher Salaries





PSEA Research Division
Date: 3/2024

Legislative Priority: \$60K & \$20/hour

Pennsylvania's school staff shortage has reached crisis levels. Increasing the minimum salary for educators to \$60,000 and achieving an hourly living wage of at least \$20 for education support professionals continue to be top priorities for PSEA.

PSEA has implemented a two-pronged approach to make this happen:

- ✓ **PSEA has written bills to increase minimum salaries and minimum wages.**
- ✓ **PSEA will continue to negotiate for higher starting salaries and push for hourly wage increases in local contracts across the state.**



Legislative Priority: *Student Teacher Stipends*

As a result of Student PSEA's advocacy, a student teacher stipend program became law in 2023 with an initial \$10 million in funding. In his FY 2024-25 state budget proposal, Gov. Josh Shapiro proposed an additional \$5 million in funding for stipends to help student teachers make ends meet during their 12 weeks of student teaching.

The Pennsylvania Student Teacher Support Program, administered through the Pennsylvania Higher Education Association Agency (PHEAA), will be available for aspiring educators beginning in the 2024-25 academic year.



Member Story: *Jermaine and ShaWanna Bailey*

Jermaine and ShaWanna Bailey are previous paraprofessionals who were among the first to take advantage of the School District of the City of York's "Grow Your Own" program to become certified teachers.

The father-daughter duo's shared love of education helped to boost each other up and take their careers to the next level while helping to combat the teacher shortage.

"We're trying to lead by example to bring anyone who is willing to tackle this teacher shortage to enhance our students, especially in our community that we grew up in."

— Jermaine Bailey

Read their story at [**www.psea.org/ourstory#bailey**](http://www.psea.org/ourstory#bailey)



Educators Rising Program

To address the crisis-level educator shortage in Pennsylvania's public schools, PSEA has become the state coordinator for Educators Rising. This program is all about encouraging high school students to pursue careers as educators by sharing information and ideas about what it looks like to be a public school educator, and we believe that it can really make a difference.

So far, PSEA has helped to establish Educators Rising programs in 12 school districts, involving 143 high school students, and 29 teacher leaders. The program is already a success, and we look forward to expanding it to include more schools, students, and teacher leaders.

Learn more at www.psea.org/educatorsrising.



EDUCATORS RISING

serving our community

Diversity, Equity, and Inclusion

PSEA is committed to advancing equity and racial and social justice in our Association. There is no “end” to creating a culture of diversity, equity, and inclusion within PSEA. It demands continuous and consistent action, evaluation, reflection, and change.

Learn more at www.psea.org/DEI

Please follow the instructions on www.psea.org/minorityinvolvement to verify your ethnic classification online.

There is no “end” to creating a culture of diversity, equity, and inclusion within PSEA.



PSEA's Career Planning Toolkit

Pennsylvania is a great place to be an educator or support professional, and PSEA has the resources and tools to help you plan your career in public education.

To view salary maps, a list of open positions, and much more, visit www.psea.org/careertoolkit

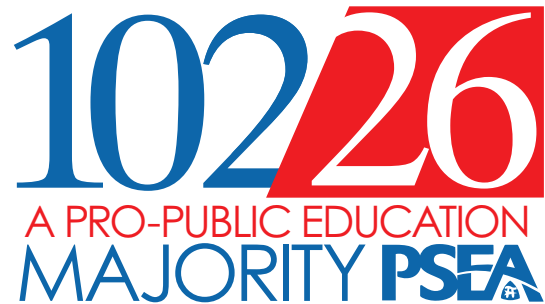


Elections

PSEA encourages members to vote for candidates who support the pro-public education policies that are important to PSEA members.

We must continue to elect officials who will work in the best interest of our public schools, our students, and our professions.

PSEA played an important role in many 2023 local school board races across the state. PSEA recommended 278 pro-public education school board candidates in 65 school board elections and won 194 seats.



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

WHAT IS THE GOAL?

102

Pro-public education members of the PA House

26

Pro-public education members of the PA Senate



Pro-public education governor



Pro-public education majority on the PA Supreme Court

105

Pro-public education members of the PA House

23

Pro-public education members of the PA Senate



1

Pro-public education governor

5-2

Pro-public education justices on the PA Supreme Court

HERE'S HOW CLOSE WE ARE

YOU PLAY A KEY ROLE



Vote



Contribute to PSEA-PACE



Volunteer



Talk to friends and colleagues

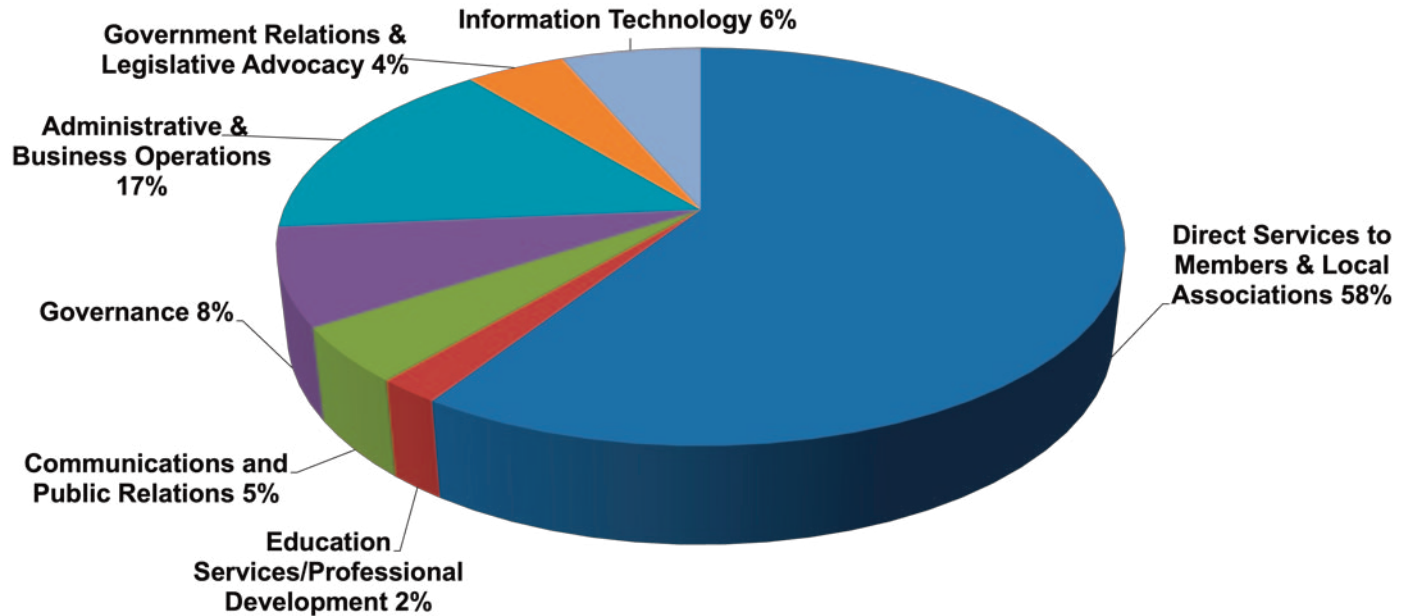
How Your Dues Dollars are Allocated

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

The largest percentage of PSEA's annual budget, 58 percent, goes to support direct services to PSEA members and their local associations. This work helps to secure the salaries, benefits, working conditions, and respect that every PSEA member deserves.



Breaking Down Your Dues



Education Support Professional of the Year

Meet our 2023 Dolores McCracken PSEA Education Support Professional of the Year, Denise Kueny, a special education instructional aide in the Central Bucks School District.

Read Denise's story at

www.psea.org/ourstory#denise

"This is an opportunity to highlight the value of every support professional and the work they do each day in order to foster an environment where students can thrive and achieve their goals."



Denise Kueny
ESP of the Year

Member Benefits

PSEA members and their families can save thousands of dollars a year through Member Benefits such as:

- ✓ **Market-leading interest rates on mortgages, home equity loans, and unsecured personal loans through AmeriServ.**
- ✓ **Vision insurance with coverage rates as low as \$8 per month, including a \$300 frame allowance.**
- ✓ **Cash back, bank account protection, and a flexible payment feature for credit card purchases with the PSEA credit card.**
- ✓ **Life insurance that best fits your needs with URL Insurance Group.**
- ✓ **Discounts on ID theft protection, GE appliances, a discount dental plan, and more.**



PA Teacher of the Year

Meet 2024 Pennsylvania Teacher of the Year Ashlie Crosson, an English teacher in the Mifflin County School District.

Read Ashlie's message to PSEA at

www.psea.org/ourstory#ashlie

"Over the next two years, I can share the strength and success of Pennsylvania's schools and advocate for the systemic changes we need to address the teacher shortage, improve our working conditions, and do right by our young citizens."



PSEA's New Podcast

"Duty Free Lunch" is the new PSEA podcast where we unpack the issues that matter most to PSEA members.

From cutting-edge classroom strategies to thought-provoking policy discussions, if it impacts our education community, it's on the menu.

Learn more and find the latest episodes at www.psea.org/podcast

Have an idea for a future episode?
Tell us at podcast@psea.org



You can listen to "Duty Free Lunch" wherever you get your favorite podcasts.



Resources

PSEA offers you the tools, resources, and information you need to be a successful education professional and union member.

PSEA fights to secure good salaries, health care, and pensions for you.

See how at www.psea.org/bargaining

PSEA saves you money on insurance, your mortgage, and things you buy every day.

Start saving at www.psea.org/MB

PSEA is there for you when you need it most.

Find your UniServ rep at www.psea.org/locals

PEARL offers over 90 easy-to-follow online learning progressions in an array of formats.

Explore courses at www.pearl.psea.org

PSEA provides professional development resources to help you earn Act 48 credits and Chapter 14 certifications.

Start learning at www.psea.org/prolearning



Aaron F. Chapin
President
@PSEAPres



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Vice President
@PSEAVP



Rachael M. West
Treasurer
@PSEATreasurer



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Executive Director
@JimVaughanPSEA



400 North Third Street, Harrisburg, PA 17101
www.psea.org

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

Mission, Vision, Values, and Goals (MVVG)

Every eight to 10 years, PSEA reevaluates our mission, vision, values, and goals statements.

PSEA has begun compiling member feedback that is critical to this process through a combination of focus groups, forums, and surveys. The comments we receive will inform the Board of Directors as they draft revised MVVG statements on which delegates will vote at the December 2024 House of Delegates. The new statements will guide PSEA's direction for the next eight to 10 years.

Our Mission

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

Our Vision

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

The comments we receive will inform revised MVVG statements on which delegates will vote at the December 2024 House of Delegates. They will guide PSEA's direction for the next eight to 10 years.

Our Values

We value...

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

Our Goals

PSEA as an Organization

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

Compensation and Working Conditions

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

Quality Education and Advocacy

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

Region Offices

1 Headquarters

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

Central Region

2 State College

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

Central-Western Region

3 Indiana

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

4 Johnstown

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

Eastern Region

5 Allentown

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

Midwestern Region

6 Montgomeryville

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

Midwestern Region

7 New Castle

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

Northeastern Region

8 Wilkes-Barre

1188 Highway 315
Wilkes-Barre 18702
570-208-1149
800-432-8619

Northwestern Region

9 Edinboro

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

Southeastern Region

10 West Chester

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

Southern Region

11 Mechanicsburg

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

Southwestern Region

12 Hunker

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

Western Region

13 Pittsburgh

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

PSEA Region and Office Map

