

The Portland Education Association

Everyone Working Together to Build a Strong Association

What is the PEA? The Portland Education Association has been representing staff professionally and through collective bargaining agreements since the early 70's. The PEA represents educators including teachers, social workers, librarians, psychological examiners, therapists, nurses, guidance counselors and support staff (educational technicians and language facilitators). Currently, our membership is approximately 85% of the staff in our district. The PEA is the largest local in the state. We have a long, strong history of membership advocacy. An association is as strong as its members and we are over 700 strong! There are a variety of ways to participate in the Portland Education Association. We invite you to join and become actively involved in your professional association!

The Contract: What's in it for me?

- Seventh highest starting salary in the state (2008-09)
- Highest top of scale in state (by over \$5000) and only one accessible to all in bargaining unit
- Highest salary in the state available to members with BA, MA, MA+, or Doctoral (ranging from \$17,000+ to \$5000+ more than next highest district)
- By far the highest career earnings potential of any contract in the state
- Only contract in state with advancement in pay based solely on teacher determined professional development not limited to advanced degrees or college credit attainment
- 15 sick days per year available at the beginning of each school year accrued up to 183 days -15 days can be used for family illness
- Sick bank -3 personal days (including possible discretionary personal days)
- 1 day per year for a family educational event
- 1 day graduation leave (for any spouse, son or daughter graduating from 12th grade or higher)
- 10 bereavement days can be used during the course of the school year to settle related matters
- Per diem pay for mandatory work outside the school calendar
- Hourly rate for voluntary work outside the school calendar
- Paid adoption leave
- Medical reimbursement pre-tax dollar account up to \$4,800
- Dependent care reimbursement pre-tax dollar account (child or elderly) up to \$5,000
- Flexible benefit plan covers 100% for employee and child(ren)
- Paid dental plan for employee and optional buy-in for family
- Paid sabbatical leave
- Guaranteed planning time for elementary teachers
- Paid new teacher orientation
- Contractual role in development of budget to advocate for staff issues and needs
- Guarantee of teacher input on placement/content of non student days
- Negotiate differential package for coaching and co-curricular positions and job security after three years in the position

- Established a Living Contract Committee made up PEA members and Central Office personnel. The purpose of this Committee is to provide a place for regular, ongoing discussions about any issues of mutual interest or concern and to reach tentative agreements on these issues in a timely manner without delaying action until the next negotiations session.
- Professional Development Every educator is reimbursed for 1 up to four -credit course a year (two per year for those on lane 5)
- Professional Development Committee is comprised of PEA members appointed by the PEA president
- Strengthening and Sustaining Teachers (SST) project supports new teachers from pre-service through their first five years of teaching and throughout a professional career
- Support System Governance Committee (SSGC) is comprised of four teachers elected to oversee all staff recertification
- For district level curriculum work, the PEA appoints two teachers to any committee
- Time at the beginning and end of each year for professional preparation time in classrooms
- Political Action Our Association is involved in political lobbying at the local, state and national levels.

Issues include:

Voucher Systems

No Child Left Behind legislation

Social Security Penalties

Windfall Elimination Provision

Government Pension Offset

Retirement --increased medical insurance coverage , elimination of the two-tier retirement system (The Cliff)

School Funding

The PEA was instrumental in submitting and passing legislation many years ago regarding teachers determining the final grades of students (MSRA 20-A 4708)

Endorsing candidates to our local School Committee and City Council