

South Butler County School District

Negotiations Update – Additional Bargaining Sessions and Board’s Most Recent Wage Proposal

October 19, 2016

In an effort to provide the public with accurate information regarding the status and progress of the negotiations with the South Butler County Education Association (PSEA/NEA), the District has put together this Negotiations Update.

- The parties held two bargaining sessions in September. At the bargaining session held on September 8, 2016, the Board gave the teachers a comprehensive written Proposal which included significant changes to the Board’s prior wage proposal as more fully described below. At the other bargaining session held on September 27, 2016, the Board answered the teachers’ questions regarding its September 8, 2016, Proposal and then the bargaining session ended. The teachers left the bargaining session without providing the Board with a new proposal.
- Immediately following the September 27, 2016, bargaining session, the Board offered the teachers eight (8) potential bargaining dates in October and twelve (12) potential bargaining dates in November. In response, the teachers agreed to schedule one additional bargaining session which is scheduled for November 15, 2016.
- The Board’s September 8, 2016, wage proposal is described below:

During the 2014-2015 school year, the salary schedule will be the same as Appendix N and each bargaining unit member, except new hires, will be entitled to move one step along the salary schedule. Each bargaining unit member’s retroactive compensation for the 2014-2015 school year will be calculated as indicated below.

During the 2015-2016 school year, the salary schedule will be the same as Appendix N and each bargaining unit member, except new hires, will be entitled to move one step along the salary schedule. Each bargaining unit member’s retroactive compensation for the 2015-2016 school year will be calculated as indicated below.

During the 2016-2017 school year, the salary schedule will be the same as Appendix N and each bargaining unit member, except new hires, will be entitled to move one step along the salary schedule; and, Step 20 of each educational column will be increased by \$730. Each bargaining unit member’s salary for the 2016-2017 school year will be calculated per Appendix N as modified herein.

During the 2017-2018 school year, there will be a 3.00% wage increase inclusive of step movement.

During the 2018-2019 school year, there will be a 3.00% wage increase inclusive of step movement.

Retroactive Compensation for 2014-2015 and 2015-2016: Bargaining unit members, who are in the employment of the District on the ratification date of the new Collective Bargaining Agreement and who worked during the 2014-2015 and/or 2015-2016 school years, will receive a \$500 contribution into their Flexible Spending Account (FSA) for each school year worked. For example, if the bargaining unit member worked both school years, he or she would receive a \$1,000 contribution.

- This wage proposal is intended to address several of the teachers expressed points of contention. First, it provides the teachers with full-step movement each year of the Agreement (1-year = 1-step). Second, it provides the teachers with a 7.35% average wage increases for the 2016-2017 school year. Third, it provides the teachers with retroactive compensation for both the 2014-2015 and 2015-2016 school years. Fourth, it helps the teachers fund their Flexible Spending Accounts. If you are a teacher with single coverage, who has worked two or more years with the District, the Board's wage proposal will fully fund your (\$1,000) Flexible Spending Account for the 2016-2017 school year. If you are a teacher with family coverage, who has worked two or more years with the District, the Board's wage proposal will fund one-half (50%) of your (\$2,000) Flexible Spending Account for the 2016-2017 school year.
- In addition to its wages, the Board will continue to modify its Proposals, as appropriate, in an effort to reach a new Collective Bargaining Agreement with the teachers. The Board will continue to provide the community with periodic updates regarding the status and progress of negotiations, including explanations of the District's proposals.

Please also review the Board's October 19, 2016, Update regarding the Slippery Rock Area School District's new Collective Bargaining Agreement which is posted on the District's website.