

South Butler County School District

Negotiations Update

August 22, 2017

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 Board is posting this Negotiations Update, which summarizes the Board's efforts to reach a new Collective Bargaining Agreement ("CBA" or "Agreement") with the School District's teachers.

- On July 10, 2017, the teachers filed a request with the Pennsylvania Labor Relations Board asking the Labor Board to direct the parties to participate in "fact finding." This is the second time that the teachers have requested fact finding. In August 2015, the Labor Board approved the teachers' request for fact finding and appointed Mr. Marc Winters to serve as the neutral Fact Finder. Mr. Winters issued his Fact-Finding Report in September 2015. The Board approved Mr. Winters' Report and the teachers rejected Mr. Winters' Report on two separate occasions. If both parties had approved Mr. Winters' Fact-Finding Report, the Report would have become the new Collective Bargaining Agreement and the negotiations would have been concluded.
- On July 19, 2017, the Labor Board approved the teachers' request for fact finding and appointed Ms. Jane Desimone to serve as Fact Finder. While the teachers' request was pending, the School District learned that the teachers had attempted to influence the fact-finder selection process. In response, the School District filed a Motion to Vacate Appointment of Fact Finder which detailed the School District's objections. A copy of the School District's Motion follows this Negotiations Update. Ultimately, the Labor Board denied the School District's Motion without explanation. A copy of the Labor Board's denial follows the School District's Motion.
- On August 18, 2017, the School District participated in a Fact-Finding hearing with the teachers and Fact Finder Desimone. Fact Finder Desimone's Report will be issued on Monday, August 28, 2017. The Board will vote on the Fact-Finding Report at its Wednesday, September 6, 2017, meeting. At that time, the Board will thoroughly review and discuss the content of the Report. Once voted upon, the Board will post a full and complete copy of the Report on the School District's website, along with copies of the materials presented at the Fact-Finding hearing and a detailed chart illustrating the wages and other provisions of the Report.
- Despite its serious concerns regarding the legitimacy of this process, the Board has worked with Fact Finder Desimone to obtain an unbiased Report that meets the educational and financial needs of the School District.