

# South Butler County School District

## Negotiations Update

September 14, 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 will share negotiation updates which will summarize the efforts being made to reach a new Collective Bargaining Agreement with the District's teachers.

- The parties held bargaining sessions on the 12th, 18th and 24<sup>th</sup> of August, 2016.
- Most recently, the parties held a bargaining session on September 8, 2016, and, the next bargaining session is scheduled for September 27, 2016.
- At the August 24<sup>th</sup> and September 8<sup>th</sup> bargaining sessions, the parties exchanged multiple informal written proposals with the assistance of the State Appointed Mediator.
- In addition, at the September 8<sup>th</sup> bargaining session, the Board's Negotiation Committee provided the Association with a formal comprehensive written Proposal which modified the Board's position in an effort to address concerns raised by the Association. The Association is expected to respond to the Board Proposal at the September 27<sup>th</sup> bargaining session.
- The parties have participated in almost 40 bargaining sessions. At least three, and many times, four or more Board members attend each bargaining session. In addition, Board members, who are unable to attend all of the bargaining sessions, are provided with detailed updates regarding the status of the negotiations.
- In August, 2015, the teachers asked the Pennsylvania Labor Relation Board to direct the parties to participate in the Neutral Fact Finding process. The Labor Board granted the teachers' request and appointed Mr. Marc Winters to serve as the Neutral Fact Finder. Mr. Winters held a hearing at which each party made lengthy presentations regarding the outstanding negotiation issues and their respective position regarding each issue. On September 28, 2015, Mr. Winters issued his Neutral Fact Finding Report. On October 6<sup>th</sup>, the Association rejected the Report; on October 7<sup>th</sup>, the Board accepted the Report; on October 14<sup>th</sup>, the Board accepted the Report for a second time; and, on October 16<sup>th</sup>, the Association rejected the Report for a second time. If the Association had accepted the Neutral Fact Finder's Report, negotiations would have ended and the Report would have become the basis for a new Collective Bargaining Agreement.
- In addition to the bargaining sessions and the Neutral Fact Finding process, Board members have participated on a weekly basis in countless meetings, conference calls and executive sessions with the Administration; the District's health care consultant; the Board's labor counsel; and/or, others individuals to discuss the status of the negotiations and to formulate options regarding each of the outstanding issues.
- The Board will continue to offer additional bargaining dates to the teachers; it will continue to modify its Proposals, as appropriate, in an effort to reach a new Collective Bargaining Agreement with the District's teachers; and, it will approach the negotiations with the teachers in a professional and respectful manner.