

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA LABOR RELATIONS BOARD

IN THE MATTER OF FACT-FINDING

BETWEEN

STO-ROX
EDUCATION ASSOCIATION,
PSEA/NEA

AND

STO-ROX
SCHOOL DISTRICT

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(FACT-FINDING REPORT
(CASE NO. ACT 88-14-11-W
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HEARING: MAY 5, 2014
STO-ROX SCHOOL DISTRICT
ADMINISTRATIVE OFFICES

FACT-FINDER, MARC A. WINTERS

FOR THE DISTRICT
MICHAEL A. PALOMBO,
ESQUIRE

FOR THE ASSOCIATION
LIZ HRENDIA,
PSEA UNI-SERV REPRESENTATIVE

EXECUTIVE SESSION: MAY 13, 2014

FACT-FINDING REPORT ISSUED: MAY 20, 2014

FACT-FINDER'S REPORT AND RECOMMENDATIONS

BACKGROUND & DISCUSSION

Pursuant to Act 88 of 1992 and the Public Employee Relations Act, 195 of 1970, by letter dated April 10, 2014, the PLRB appointed the undersigned to act as a Fact-Finder and to issue a Report in the matter of the Sto-Rox Education Association and the Sto-Rox School District.

The parties to this Fact-Finding have had an ongoing bargaining relationship. The most recent collective bargaining agreement between the parties, a two (2) year agreement expired on July 30, 2013. The parties have met on numerous occasions to negotiate a successor agreement. Unable to reach an Agreement, impasse was declared and the parties proceeded to Fact-Finding based on a request by the Association dated April 2, 2014. The request was granted and Fact-Finding so ordered by the Pennsylvania Labor Relations Board on April 10, 2014.

This bargaining unit is comprised of approximately 102 members listed as professional employees. The school district is located in Allegheny County, Pennsylvania.

A Fact-Finding Hearing was conducted on May 5, 2014, in the Sto-Rox School District Administrative Offices, at which time both parties were afforded a full opportunity to present testimony, examine and cross-examine witnesses and introduce evidence in support of their respective positions.

This Fact-Finder would like to convey his appreciation not only for the courtesy and cooperation given to the Fact-Finder by both parties, but to each other as well.

The Hearing was conducted in accordance with the Pennsylvania Labor Relations Act.

To arrive at the following recommendations, this Fact-Finder relied on, among other things, the following criteria:

The testimony given, and the evidence presented at the Fact-Finding Hearing and further clarifications given to questions by this Fact-Finder during the Executive Session held May 13, 2014.

Past collectively bargained agreements.

Comparisons of the unresolved issues relative to the employees in this bargaining unit with those issues related to other school districts and other public and private Employees doing comparable work, given consideration to factors peculiar to the area and classifications involved, also known as internal and external parity.

The interest and welfare of the taxpayers, and the ability of the School District to finance and administer the issues proposed.

In writing this report, this Fact-Finder considered comparable data and like issues from forty-two (42) other school districts which encompasses Allegheny County:

Any and all items or proposals not previously agreed upon or specifically addressed within this Report are considered to be withdrawn. Any and all items or proposals agreed to and any tentative agreements made prior to the date of this Report that are not specifically addressed in this Report are recommended to be incorporated into the new Agreement.

Except as recommended and/or modified below or mentioned above, the provisions of the predecessor agreement are to be incorporated into the new Agreement without modification.

Where this Fact-Finder recommends changes, it may be sufficient to indicate the change only without quoting the exact language of the proposals itself.

ISSUES

The Association and the School District have identified approximately eight (8) outstanding issues remaining in dispute at the time of the Fact-Finding Hearing.

Issue No. 1, Article XXI, Duration

Issue No. 2, Article X & Appendix F, Salaries

Issue No. 3, Appendix B, Insurance – Health Care

Issue No. 4, Article VI, Teacher Work Year

Issue No. 5, School Psychologist Work Year

Issue No. 6, Counselor / Home Visitor Per Diem / Stipend

Issue No. 7, Article VII, Teaching Hours and Teaching Loads

Issue No. 8, Article XIV, Absences and Leaves

FACT-FINDER'S RECOMMENDATIONS

The parties to this Fact-Finding Hearing, during the Executive Session, were instructed that this Fact-Finder need only list the Fact-Finder's recommendations for the issues above, for which the parties will be discussing and voting on, taking into consideration the criteria listed above.

This Fact-Finder can assure the Association and the District that each and every issue, all supportive data and all financials were read, and comparisons were considered with like issues in similarly situated school districts. The recommendations below will take into account the District's and the Association's proposals and positions together.

This Fact-Finding, the Hearing process and this Fact-Finder's recommendations all come during difficult times for School Districts and their employees. Especially District's where there is just no money to be had.

School Districts in Pennsylvania have been faced with extremely tough times. The economic climate in Pennsylvania, the Governor's budget cuts of a year or more ago (which have had a much deeper effect on the smaller and poorer school districts), efforts to fund wage and salary increases, higher insurance premiums and the extreme jump in required pension contributions are having a genuine effect on all school districts and their employees. The concerns over wages, benefits, possible layoffs, demotions, contracting out and cutting

programs are justifiable issues School District's, their Boards and their Teacher Unions/Associations have been and still are faced with.

Districts and their employees must share the burden, or the solution so student programs and teacher/support staff jobs are not compromised or lost.

The recommendations that follow are designed to help the School District and the Association further weather through this economic climate, with hopes of some future stability, while still being as fair as possible to the needs of the professional staff, as employees, of the District as well.

Issue No. 1 - Article XXI, Duration

Two Year Agreement effective August 1, 2013 through July 31, 2015.

Issue No. 2 - Article X & Appendix F, Salaries

2013-2014 School Year: Wage Freeze.

2014-2015 School Year: Effective August 1, 2014, \$600 on scale with step movement to occur half way through the year. Wage increase of 2.87%.

Salary Schedules attached to the end of this Report.

Issue No. 3 - Appendix B, Insurance – Health Care

Effective the 2014-2015 School Year: Premium Contribution as follows:

PPO	Single, \$70 per month.	Other, \$150 per month.
HMO	Single, \$50 per month	Other, \$100 per month.

Issue No. 4 - Article VI, Teacher Work Year

190 Days

181 Teaching

4 Clerical

5 Professional Development

Issue No. 5 - School Psychologist Work Year

210 days on scale; additional days, per diem.

Issue No. 6 - Counselor / Home Visitor Per Diem / Stipend

Counselors paid per diem for additional days beyond teaching year.

Issue No. 7 - Article VII, Teaching Hours and Teaching Loads

Eliminate 2nd planning period, Middle School.

Issue No. 8 - Article XIV, Absences and Leaves

One (1) sick day used as two (2) half days; Tuesday, Wednesday and Thursday's only.

Dated: May 20, 2014

Marc A. Winters
Fact-Finder



2013 - 2014

To Top	Steps	Bachelor	Masters	M+30	M+60
17	1	40,150	40,650	41,150	41,650
16	2	41,720	42,220	42,720	43,220
15	3	44,060	44,560	45,060	45,560
14	4	46,410	46,910	47,410	47,910
13	5	48,750	49,250	49,750	50,250
12	6	51,100	51,600	52,100	52,600
11	7	53,440	53,940	54,440	54,940
10	8	55,790	56,290	56,790	57,290
9	9	58,140	58,640	59,140	59,640
8	10	60,480	60,980	61,480	61,980
7	11	62,830	63,330	63,830	64,330
6	12	65,170	65,670	66,170	66,670
5	13	67,520	68,020	68,520	69,020
4	14	69,860	70,360	70,860	71,360
3	15	72,210	72,710	73,210	73,710
2	16	74,550	75,050	75,550	76,050
1	17	77,680	78,180	78,680	79,180
Top	18	79,680	80,180	80,680	81,180

2014 - 2015

To Top	Steps	Bachelor	Masters	M+30	M+60
17	1	40,750	41,250	41,750	42,250
16	2	42,320	42,820	43,320	43,820
15	3	44,660	45,160	45,660	46,160
14	4	47,010	47,510	48,010	48,510
13	5	49,350	49,850	50,350	50,850
12	6	51,700	52,200	52,700	53,200
11	7	54,040	54,540	55,040	55,540
10	8	56,390	56,890	57,390	57,890
9	9	58,740	59,240	59,740	60,240
8	10	61,080	61,580	62,080	62,580
7	11	63,430	63,930	64,430	64,930
6	12	65,770	66,270	66,770	67,270
5	13	68,120	68,620	69,120	69,620
4	14	70,460	70,960	71,460	71,960
3	15	72,810	73,310	73,810	74,310
2	16	75,150	75,650	76,150	76,650
1	17	78,280	78,780	79,280	79,780
Top	18	80,280	80,780	81,280	81,780