



courteous presentations. The positions of the parties were clearly articulated and the documentation presented was helpful and informative.

Any and all items or proposals not previously agreed upon or specifically addressed within this report are to be considered withdrawn. Any and all items or proposals agreed to and any tentative agreements made prior to the date of this report including any agreed to at the hearing 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 will be sufficient to indicate only the change without quoting the exact language of the proposal itself.

## **ISSUES**

The District and the Federation have identified many general issues remaining in dispute between the parties at the time of Fact Finding. The outstanding unresolved Articles and Sections of the contract issues, as presented at the Fact Finding hearing, are as follows:

### **FEDERATION**

1. Term of Agreement
2. Wages and Salary
3. Extracurricular Compensation
4. IEP's
5. Class size
6. Elementary Prep Periods
7. Retirement Incentive
8. Salary schedule movement
9. Change in language for coaches

10. New language on Safe Work Environment
11. New language on Tuition Reimbursement
12. Department Heads

#### SCHOOL DISTRICT

1. Health Care
2. Wages
3. Duty Period
4. ERD
5. New hire Health Care
6. Winter Break
7. School Psychologist workday
8. Sick Leave and Personal Days
9. Activity Period

It is important to note that the specific recommendations of the Fact Finder made in the report on each issue, although discussed separately, were made only after consideration of all the issue recommendations taken together and their total combined impact upon both parties in this dispute.

#### **RECOMMENDATION**

Due to the district being placed on the Commonwealth of Pennsylvania's financial watch list and the fact this is the first step in a possible takeover by the commonwealth and indicates a serious problem. This Fact Finder is therefore recommending a two year status quo agreement except for the following:

Step movement for all those eligible each year.

Column movement for all those eligible each year.

A one percent (1%) bonus for those at top each year not to be incorporated into the salary schedule.

It is also this fact finders sincere hope the district takes a similar approach to all spending especially administrative costs.

Dated: July 31, 2017

Robert J. Millett

Fact Finder