

Souderton Area School District
760 Lower Road
Souderton, PA 18964

A special public meeting of the Souderton Area Board of School Directors was held on Wednesday, May 16, 2012, at the Souderton Area School District Administrative Office Building. The meeting was called to order at 6:30 PM by President Bernard S. Currie, followed by instructions on meeting protocol, and the Pledge of Allegiance.

Mr. William R. Stone, Jr., Board Secretary, called the roll. Board members present were:

PRESENT:	Jill S. Basile	Scott C. Jelinski
	Nicholas A. Braccio	*Ken R. Keith *(Joined meeting via conference call.)
	William J. Brong	Thomas A. Kwiatkowski
	Bernard S. Currie	Donna M. Scheuren
	Matt Holliday	

SOLICITOR: Jeffrey Sultanik, Esq.

Also present at the meeting were: Frank Ball, Brandon Bilohlavek, Marianne Boyd, Maryellen Brousseau, Donna Brown, Henry Franz, Frank Gallagher, Lisa Gurgick, Dr. Christopher Hey, Mark James, Dr. Frederick Johnson, Justin Kreft, Carol Luciani, Jeff Pammer, Elisa Snedaker (Treasurer), William Stone, Jr. (Secretary), reporters from *The Reporter* and *Intelligencer* newspapers, TV Channel 69 News, WNPV Radio, and community members.

ACTION AGENDA

Motion to Approve State Mediator's Recommendation for a Successor to the Collective Bargaining Agreement Between the Souderton Area Education Association (SAEA) and the Souderton Area School Board, Expiring June 30, 2012.

Dr. Christopher Hey, Director of Human Resources, highlighted the timeframe of negotiations and major terms of the agreement. Negotiations began in January 2012 with the SAEA Negotiating Team, the Board Negotiating Team, and the State Mediator who was assigned by the PA Department of Labor and Industry's Bureau of Mediation. Negotiations continued through the next several months, with the mediator delivering his proposal to the negotiating teams on April 30, 2012. The SAEA membership approved the agreement on May 7, 2012.

Summary of the new agreement include:

- Five year agreement commencing July 1, 2012 and expiring June 30, 2017
- Salary freeze in Year 1 and Year 2
 - No step and column movement in Years 1 and 2
 - Reduction of 3 days in the work year, thus a 1.6% reduction to salary schedule in Year 1
 - Step and column movement in Years 3, 4, and 5
 - No increase to salary schedule in Years 3 and 4
 - 1% increase to salary schedule in Year 5
 - Current Starting Salary = \$40,492; Final Starting Salary = \$43,544
 - Current Top Salary = \$96,919; Final Top Salary = \$96,919
 - Average salary increase per teacher over the five years of the agreement:
 - (2012-2013 -- a -1.6% decrease in salary); (2013-2014 - 0% increase/decrease); (2014- 2015 - 4.1% increase in salary); (2015-2016 - 3.0% increase in salary); (2016-2017 - 3.8% increase in salary).

ACTION AGENDA (CONTINUED)

Motion to Approve State Mediator's Recommendation for a Successor to the Collective Bargaining Agreement Between the Souderton Area Education Association (SAEA) and the Souderton Area School Board Expiring June 30, 2012. (Continued)

Work year going from 192 days to 189 days – an approximate 1.6% reduction in days worked.

- Elimination of two columns in the salary schedule – M+12 and M+24.
- Increased healthcare premium share:
 - Gold Plan – (2011-2012 – 12%); (2012-2013 – 13%); (2013-2014 – 14%); (2014-2015 – 15%); (2015-2016 – 16%); (2016-2017 – 16%).
 - Bronze Plan – (2011-2012 – 4%); (2012-2013 – 6%); (2013-2014 – 6%); (2014-2015 – 7%); (2015-2016 – 8%); (2016-2017 – 8%).
- Reduction in tuition reimbursement:
 - Available to only those teachers pursuing a first masters' degree and those teachers pursuing required credits for permanent certification.
 - Tuition reimbursement account will be capped at \$200,000; first come, first served basis.

Dr. Paul Baumgartner, resident of Franconia Township, asked Dr. Hey for clarification on the elimination of the Masters columns on the salary scale.

Dr. Johnson made an administrative recommendation to the Board to approve the State Mediator's recommendation for a successor to the Collective Bargaining Agreement with the Souderton Area Education Association (SAEA), with the current agreement expiring on June 30, 2012.

There was a motion by Mr. Jelinski, with a second by Mrs. Basile to approve the recommendation. The vote was taken, and on a vote of 9 to 0, it was. . .

RESOLVED, That the Board approve the State Mediator's recommendation for a successor to the Collective Bargaining Agreement between the Souderton Area Education Association (SAEA) and the Souderton Area School Board, expiring June 30, 2012. The agreement is a five year agreement in effect from July 1, 2012 to June 30, 2017.

EXHIBIT A

Motion to Approve the 2012-2013 Proposed Final General Fund Budget and Make it Available for Public Inspection no Later than May 31, 2012.

Mr. Stone presented the 2012-2013 Proposed Final Budget, which includes the following:

- 3% Real Estate Tax increase
- \$1,522,500 in revenue enhancements and expenditure reductions in accordance with Policy #603
- Revenue equaling \$107,524,206
- Expenditures equaling \$107,508,499

Mr. Stone then reviewed the total budget revenue and expenditures by account and function and the expenditure budget by object.

The budget timeline, established by the state, requires the Board to vote on the Proposed Final Budget as follows:

- May 16 – Board approves 2012-2013 Proposed Final Budget
- May 31 – Deadline to publicly display PDE 2028 budget document
- June 10 – Advertise intent to adopt 2012-2013 Final Budget
- June 20 – Adoption of the 2012-2013 Final Budget

ACTION AGENDA (CONTINUED)

Motion to Approve the 2012-2013 Proposed Final General Fund Budget and Make it Available for Public Inspection no Later than May 31, 2012. (Continued)

Mr. Stone announced that the Proposed Final Budget would be available for review by the public at any of the ten Souderton Area School District schools, the District's administration office, and on the district's website at www.soudertonsd.org. Questions about the budget should be directed to Mr. Stone.

There was no public comment.

At this point, Dr. Johnson made an administrative recommendation to the Board to approve the 2012-2013 Proposed Final General Fund Budget and make it available for inspection no later than May 31, 2012.

There was a motion by Mr. Jelinski, with a second by Mr. Holliday to approve the recommendation. The vote was taken, and on a vote of 8 to 1, with Mr. Brong voting no, it was . . .

RESOLVED, That the Board approve the 2012-2013 Proposed Final General Fund Budget and make it available for public inspection no later than May 31, 2012. **EXHIBIT B**

PUBLIC COMMENTS

Mr. Currie took a moment to comment on both action items. He indicated that the passing of the budget would not have happened without the passing of the contract agreement. All factors were considered when working on both the contract agreement and the budget, such as avoiding severe cuts; unemployed taxpayers; sacrifices made by the teachers and staff; what the taxpayers were able to pay in tax increases. It was not an easy task. The negotiations were civil, yet tenacious, but both sides wanted to reach an agreement. He thanked SAEA for the unprecedented agreement.

Mr. Currie thanked the SAEA Negotiating Team members, the Board Negotiating Team members and Jeff Sultanik, Esq., for the hard work that was put into the final agreement.

Dr. Paul Baumgartner thanked the Board and SAEA for their work on the agreement. He shared his concern about the 3% increase in the real estate taxes and asked the Board and administration to consider decreasing class sizes to help with future budgets.

ADJOURNMENT OF MEETING

With no other business, a motion was made by Mr. Jelinski, with a second by Mrs. Basile to adjourn the meeting. The vote was taken, and on a vote of 9 to 0, it was . . .

RESOLVED, That the Board adjourn the meeting at 6:48 PM.

Respectfully,

William R. Stone, Jr.
School Board Secretary