

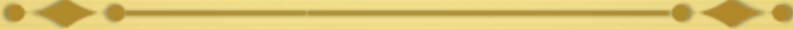


Leighton Teachers Fact Finding



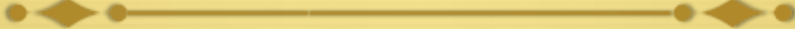
Some Basic Facts about the Process, the Dispute and the Fact Finder's Recommendation

Fact Finding: The Process



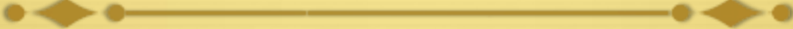
- ✦ One or both Parties request Fact Finding (typically because progress has stalled)
- ✦ The Pennsylvania Labor Relations Board (PLRB) appoints Fact-Finder, who has 40 days to issue a Report
- ✦ A List of Open Issues and the Parties Positions on those issues are sent to the Fact-Finder
- ✦ A Hearing is conducted at which the Parties present evidence supporting their Positions.
- ✦ The Fact-Finder issues a Report recommending a compromise based on the evidence presented
- ✦ The Parties must vote and report their vote to the PLRB and each other

Major Settled Issues



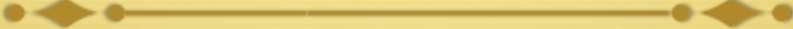
- ✦ Grievance Process
- ✦ Work Day
 - ✦ Number of Instructional Periods at the Secondary Level
 - ✦ Prep Time
 - ✦ Right to Leave the Bldg for Personal Business
- ✦ Tuition Reimbursement

Open Issues



- ✦ **Salary**
- ✦ **Healthcare**
 - ✦ **Premium Contribution**
 - ✦ **Prescription Co-Pays**
- ✦ **Retirement Benefits**
- ✦ **Extra-Duty/Co-Curricular**

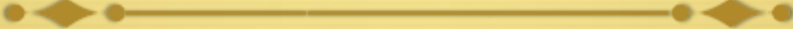
Salary



✦ **Board Position:**

- ✦ 2012-13 & 2013-14: **0% increase**
- ✦ 2014-15 & 2015-16: **Step Movement only** (4.13% increase over final 2 years).
- ✦ Elimination of the current longevity increments, which are:
 - (i) 20 yrs service:\$200
 - (ii) 25 yrs service:\$300
 - (iii) 30 yrs service \$400

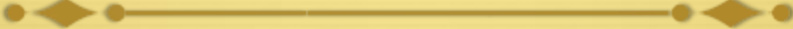
Salary (Cont.)



✦ **Union Position:**

- ✦ 2012-2013: Step & column movement (2.02%) implemented the second half of the year
- ✦ 2013-14 & 2014-15: Step and column movement and 5% increase in each cell over the course of the two years. (9.45%)
- ✦ Cumulative Longevity increases to base salaries:
 - (i) 20 yrs service: \$300
 - (ii) 25 yrs service: \$600
 - (iii) 30 yrs service \$800
- ✦ Please note that the longevity increases are intended to be cumulative and based on Commonwealth years so that someone with 30 yrs of Commonwealth seniority will receive a \$1700 increase.

Salary (cont.)



✧ Fact Finder's Report

✧ 2012-13: **0%**

✧ 2013-14: **Step Movement only (2.02%)**

✧ 2014-15: **Step Movement plus 1% (3.11%)**

✧ 2015-16: **Step Movement plus 1% (2.84%)**

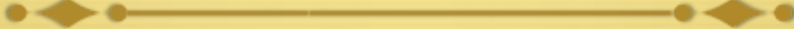
✧ **Longevity stays as is**

(i) 20 yrs service: \$200

(ii) 25 yrs service: \$300

(iii) 30 yrs service \$400

Cost Comparison



✧ Board's Position

✧ Total Increases over 4 years: 4.13% (\$425,170)

✧ Total cost for 4 years: \$630,877

✧ Union's Position:

✧ Total Increases over 3 years: 11.47% (\$1,166, 827)

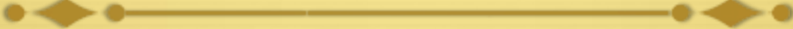
✧ Total cost for 4 years (no increase in year 4): \$3,126,688

✧ Fact-Finder's Report:

✧ Total Increases: 8.23% (\$837,293)

✧ Total cost for 4 years: \$2,308,613

Who Did the Fact-Finder Favor?



✧ The Middle Ground

✧ Total Increases: $(4.13\% + 11.47\%) / 2 = 7.8\%$

✧ 4-year Cost: $(\$630,877 + \$3,126,688) / 2 = \$1,878,783$

✧ Fact-Finder's Compromise:

✧ Total Increases: 8.23% (\$837,293)

✧ Total cost for 4 years: \$2,308,613

Healthcare: Premium Contribution

✦ Board Position:

- ✦ **Single:** 1.5% of all PSERS eligible compensation (per teacher average about \$780/year)
- ✦ **Dependent:** 2% of all PSERS eligible compensation (per teacher average about \$1040/year)

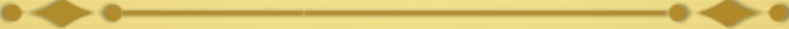
✦ Union's Position (as is):

- ✦ **Single:** 1% of average Bachelor's salary (about \$525/year)
- ✦ **Married Couple:** 1.2% of average Bachelor's salary (about \$630/year)
- ✦ **Family:** 1.3% of average Bachelor's salary (about \$683/year)

✦ County Averages (1/1/13):

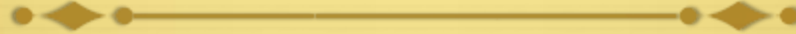
- ✦ **Single:** \$789/year
- ✦ **Two-Party:** \$963/year
- ✦ **Family:** \$1002/year

Healthcare: Premium Contribution (cont.)



- ✦ Fact-Finder's Report:
 - ✦ AS IS for the first three years of the Agreement
 - ✦ In year 4 increase to:
 - ✦ Single: 1.25% of average Bachelor's salary (\$656/year)
 - ✦ Married Couple: 1.5% of average Bachelor's salary (\$788/year)
 - ✦ Family: 1.75% of average Bachelor's salary (\$919/year)
- ✦ Who does it Favor?
 - ✦ Leaves Premium Contribution Well Below County Average (Single: \$789/year; Two-Party: \$963/year; Family: \$1002/year)
 - ✦ Does not increase until the last year of the Agreement

Prescription Co-pays



✦ **Board Position:**

✦ Maintain AS IS:

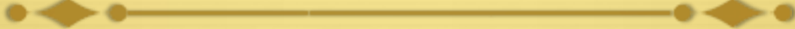
✦ **Union Position :** Proposes a reduction in prescription co-pays:

Proposed Co-Pays (Current)

	Tier I	Tier II	Tier III
Retail (30-day supply)	\$10 (\$15)	\$20 (\$35)	\$40 (\$60)
Specialty	\$10 (\$15)	\$20 (\$35)	\$40 (\$60)
90-day (mail order)	\$20 (\$30)	\$40 (\$65)	\$80 (\$90)

✦ **Fact-Finder:** Maintain AS IS

Retirement Benefit



✦ **Board Position:**

- ✦ Eliminate the current Retirement benefit which is:
- ✦ \$100 per Unused Sick Day with Association members receiving 12 sick days per year and 4 personal days per year that convert to sick days if not used

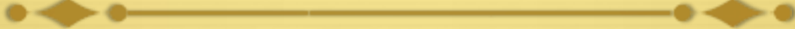
✦ **Union Position:**

- ✦ Maintain As Is

✦ **Fact-Finder's Report:**

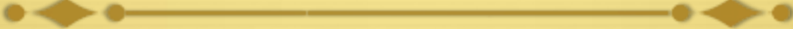
- ✦ Maintain As Is

Retirement Benefit Costs



- ✦ Cost Per Retiring Teacher:
 - ✦ If they use 4 days per year: \$42,000
 - ✦ If they use 0 days per year: \$56,000
- ✦ Costs Per year (assuming a normal retirement rate of 5.54 per year):
 - ✦ If they use 4 days per year: \$232,680
 - ✦ If they use 0 days per year: \$310,240

Conclusion



- ✦ The Fact-Finder's Recommended Compromise Clearly Favored the Teacher's Union
 - ✦ The 3 most financially significant issues went the Union's Way
 - ✦ Salary (**2.3 million more dollars over the next 4 years**)
 - ✦ Premium Contribution (**well below the County average**)
 - ✦ Retirement Benefit (**a check for every retiring teacher of between \$42,000 and \$56,000**)
 - ✦ Neither of the two Issues that went the District's way were nearly as financially significant (Prescription co-pay and Extra Duty/Extracurricular)
- ✦ **Despite all that, the Union has rejected the Fact-Finder's report.**