

MINUTES OF THE MAY 26, 2016 SPECIAL MEETING/GENERAL BUSINESS
AGENDA MEETING

The May Special Meeting/General Business agenda meeting of the Pennsbury Board of School Directors was held in the Eleanor Roosevelt Elementary School Multi-Purpose Room on Thursday, May 26, 2016. Mr. Sanderson called the meeting to order at 8:05 p.m. The first order of business was the Pledge of Allegiance. Mr. Sanderson announced that the Board met in executive session on Thursday, May 19, 2016 to discuss contractual issues.

Board Members Present: Mrs. Hilty, Mr. Kannan, Mr. Palmer, Mrs. Redner,
Mr. Schwartz, Mrs. Smith (via telephone),
Mrs. Wachspress, Mr. Waldorf and Mr. Sanderson.

Administrators Present: Dr. McHugh, Mr. Rodgers, Mrs. Godzieba and
Mrs. Rarrick.

Administrators Absent: Mr. Dorsey, Dr. Dunar, Mrs. Langtry, Dr. Lewis,
Mr. Millward, Mrs. Morett and Mr. Taylor.

Others Present: Mr. Clarke, Solicitor.

Others Absent: Miss Salamone and Miss Mix, Student Representatives.

Mr. Sanderson informed the public that the purpose of the special meeting tonight was to consider the Fact Finder Report concerning the District's negotiations with the teachers. Mr. Sanderson invited the District's Solicitor, Mr. Clarke, to comment on the motion since the report remains confidential.

Mr. Clarke reported that the Fact Finder issued her report on May 18, 2016 and consistent with the law within 10 days both sides must notify the Pennsylvania Labor Relations Board whether they will accept or reject the report. Mr. Clarke explained that if both parties accept the report, it will become the foundation of the new collective bargaining agreement. If one or both of the parties reject the report, the PLRB will publish the report. The parties must reconsider their position on the report not less than 5 nor more than 10 days after publication. Therefore, if the Board rejects the report, the Board should plan on reconsidering its' decision at the June 9, 2016 meeting, unless the PLRB publishes their decision tomorrow and then the District would have to reconsider it at the June 2, 2016 meeting. He reported that the Members of the Board met in Executive Session last Thursday to discuss the report. The recommendation of the Superintendent, the Administration and the Solicitor's office remains the same, and that is to reject the Fact Finder Report. Mr. Clarke stated that the report is incomplete and what recommendations there are regarding salary, the District simply cannot afford. For the benefit of the public, Mr. Clarke reviewed some basics regarding teachers' salary schedules. The contract

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with the teachers is similar to all contracts across the Commonwealth that have a salary matrix. This salary matrix has a specific salary assigned to each cell on the matrix. One axis of the matrix is for longevity and is known as “step”. The other axis is for their level of educational attainment and is known as “column”. Mr. Clarke further explained that even if specific salaries assigned to each cell do not increase for a given year and all eligible teachers move up one step, it costs the District an additional \$1.3 million a year. If all eligible teachers move over one column, it costs the District an additional \$200,000 per year. Thus, even without an increase on the salary matrix itself, each year of step and column movement costs the District an additional \$1.5 million. In 2013, PEA and the District agreed to a five-year contract that froze all column movement but allowed 2 steps over that 5-year period. By agreement, there were no increases in the salary matrix cells themselves. Later in 2013, a new School Board was elected. In the first agreement with the new School Board, the salaries on the matrix were all increased by 1% and by the end of this school year, all column movement which has previously not been allowed to occur, will be restored. In fact, the District will spend an additional \$1.1 million in new money for teachers’ salaries for the 2016-2017 school year without any new agreement, because of the column movement that will occur this year. The Fact Finder Report fails to take into account these additional costs, let alone the restrictions on tax increases under ACT 1. Mr. Clarke concluded that for these reasons and many more, it is the recommendation of the Superintendent, the Administration and the Solicitor’s office to reject the Fact Finder Report.

PUBLIC COMMENT

Mr. Sanderson opened the floor to public comment at 8:15 p.m. The following people came forward to speak and public comment was closed at 8:21 p.m.

Doug Marshall, Lower Makefield Township
Robert Abrams, Lower Makefield Township

Fact Finder Report
Teachers’ Contract and Budget

NEW BUSINESS

A motion was made by Mrs. Redner, seconded by Mr. Waldorf and unanimously approved with no abstentions that the Board approve the motion for Item A on page 1-1 of the Official Board Agenda.

A. FACT FINDING REPORT

MOTION: Move that the Board reject the Fact Finding Report and recommendation of May 18, 2016, from Mary Theresa Metzler, Esquire in Case # Act-88-16-14-E.

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OTHER BUSINESS

UPCOMING MEETINGS

- Board Facilities Committee Meeting
5:30 p.m., June 2, 2016 – Superintendent’s Conference Room
- Agenda Meeting
8:00 p.m., June 2, 2016 – Fallsington Elementary School Multi-Purpose Room
- Regular Meeting
8:00 p.m., June 9, 2016 – Fallsington Elementary School Multi-Purpose Room

BOARD DISCUSSION AND COMMENT

Mr. Waldorf congratulated students and teachers regarding the Art Show held last week at the high school.

PUBLIC COMMENT

Mr. Sanderson opened the floor to second public comment at 8:26 p.m. The following person came forward to speak and public comment was closed at 8:30 p.m.

Lucy Walter, Non-Resident (Ewing, NJ) Fact Finder Report

ADJOURNMENT

A motion was made by Mrs. Redner, seconded by Mr. Waldorf and unanimously approved with no abstentions to adjourn the meeting at 8:31 p.m.

Respectfully submitted,

Daniel C. Rodgers
Board Secretary