COMMONWEALTH OF PENNSYLVANIA PENNSYLVANIA LABOR RELATIONS BOARD

In the Matter of Fact-Finding	(Fact-Finding Report and Recommendations			
Between	(2100011110110110110101	••		
Shaler Area School District	(Case No.:	ACT 88-13-20-W		
and	(Date of Hearing:	May 13, 2013		
Shaler Area Education Association	(Date of Report:	May 20, 2013		

Michelle Miller-Kotula Fact-Finder

For the District: Michael A. Palombo, Esq.

Attorney

Campbell Durrant Beatty Palombo & Miller 555 Grant Street Suite 310

Pittsburgh, PA 15219

For the Association: Robert Myers

UniServ Representative

PSEA

10 South 19th Street Pittsburgh, PA 15203

Background

By letter dated April 10, 2013, the Pennsylvania Labor Relations Board (PLRB), pursuant to Act 88 of 1992 (Act 88) and the Public Employer Relations Act (PERA), appointed the undersigned as Fact-Finder in the impasse between the Shaler Area School District (hereafter referred to as the "District") and the Shaler Area Education Association, PSEA/NEA (hereafter referred to as the "Association"). The Association represents a unit of approximately 388 bargaining unit teachers, guidance counselors, nurses, librarians, social workers and others certified by the Pennsylvania Labor Relations Board in Case Number PERA-R-612-W, who are employed by the District, located in Glenshaw, Pennsylvania.

The parties to this Fact-Finding have an ongoing bargaining relationship and are parties to a collective bargaining agreement (hereafter referred to as the "CBA") which was effective by its terms from August 16, 2007 through August 15, 2011. The parties met numerous times for purposes of negotiating a successor CBA, reached a number of tentative agreements, but were unable to reach agreement on all issues raised during the course of bargaining. As a result, a Request for Fact-Finding was initiated by the District.

In accordance with the Board's Order, the parties filed written statements of the issues in dispute with the Fact-Finder involving the following:

Article 2	Term of Agreement
Article 9	Salary and Wages
Article 11	Medical, Dental & Vision Provisions
Article 14	Leave Days
Article 17	Work Year, Work Day, Preparations & I.E.P.s
Proposed New Article	Retirement Incentive

On May 13, 2013, a formal fact-finding hearing was held in accordance with the Pennsylvania Labor Relations Act before the undersigned in Glenshaw, Pennsylvania. During the hearing, both parties were afforded a full opportunity to present testimony, examine and cross examine witnesses and introduce oral explanations and documentary evidence in support of their respective positions.

Executive Session discussions were held on April 18, May 9, May 13, May 14, May 15, and May 17, 2013. Through these discussions, this Fact-Finder was given a thorough understanding of each party's position on the outstanding issues. The parties informed the Fact-Finder of tentative agreements that were reached.

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

- The reliable and credible testimony provided, the evidence presented at the Fact-Finding hearing and further clarifications given to questions of this Fact-Finder during Executive Session discussions.
- The expired collective bargaining agreement.
- The previous Fact-Finding report related to these parties.
- Comparisons of unresolved issues relative to the employees in this bargaining unit and how those issues relate to
 other districts and other public and private sector employees doing comparable work, giving consideration to factors
 specific to the areas and classifications involved.
- The interest, welfare of taxpayers, and the ability of the District to finance and administer the issues proposed.
- The understanding each individual issue has been reviewed for its relative individual merit; at the same time, each individual issue has also been reviewed with consideration given to whether or not it appropriately fits into the CBA created through this process.

ISSUES IN DISPUTE AND RECOMMENDATIONS

Article 2 - Term of Agreement

District Position:

Article 2.A (Length of Agreement)

The District proposes for the CBA to be a three (3) year term as opposed to the Association's proposal of a five (5) year term. The District points out the tremendous uncertainty that exists makes a long term CBA unworkable. It is recognized by the District significant cuts have occurred to the budget at the federal and state level and it cannot bind itself to a five year term with the level of uncertainty and unpredictability. The District notes the projected pension costs are expected to approach thirty-one (31%) percent of payroll in the short term and states health care costs and the impact of the Affordable Care Act are unknowns. It is the District's position the trend in fact-finding and in responsible settlements has been for shorter term contracts.

Association Position:

Article 2.A (Length of Agreement)

The Association proposes to change the CBA to a five (5) year term, effective from 2011 to 2016.

The Association contends the parties have been bargaining for 28 months, reducing the actual time between a successor CBA and the next round of bargaining. It is the Association's position a five (5) year contract would increase stabilization between the parties, permit for long-term planning, and allow both parties to further focus on student achievement and educational issues. The Association points out at least 18 other contracts in Allegheny County have terms of 5 years or more.

Recommendation:

Article 2.A. (Length of Agreement)

This Fact-Finder recognizes the parties have been working status quo since the expiration of this CBA. A four year term for the new CBA is recommended, effective 2011 to 2015.

Article 9 – Salary & Wages

District Position:

Article 9.B.1 (Interpretation of Basic Salary Schedule)

The District proposes the following salaries for the bargaining unit employees:

- a. Year #1 (2011-2012)
 - i. Wage and step freeze
- b. Year #2 (2012-2013)
 - i. Step Movement Only
 - ii. \$700 added to step 19
- c. Year #3 (2013-2014)
 - i. Step Movement
 - ii. \$300 added to steps 1-10
 - iii. \$725 added to step 19

It is the District's position the CBA is taxpayer funded and the burden falls on the local taxpayers. The District realizes the taxpayers are subject to wage stagnation. The District states when it was feasible, it increased its training efforts and provided wage increases to those employees who were above the cost of living. The District points out it has the distinction of taxing its residents at one of the highest equalized rates in the Commonwealth. The District takes the position it seeks to control the increase of costs. Nothing proposed by the District will eliminate the costs incurred by the taxpayers, but will simply slow the rate of growth.

Article 9.B.4 (Movement on the Salary Scale)

In response to the Association's proposal to change the language to provide step movement contingent upon completing 95 paid days in the preceding work year, the District points out the CBA currently provides for a portion of the step based on the number of days worked. The District submits there is no legitimate question about the impact of teacher absences on the achievement levels of students in those classrooms and the interruption is damaging to student achievement. The District asserts employees already have unlimited sick leave accumulations, personal days, emergency days and other options available for paid, partially paid and/or unpaid leave.

The District contends it abandoned limitation of benefits in its initial proposal in an effort to resolve this dispute. The District argues the proposals by the Association in this area are unwarranted. The teachers can utilize available leave benefits and remain out of the classroom for longer periods of time, but those absences are accounted for in evaluating movement on the step scale. The District points out absences are already high and this incentive needs to remain for teachers to return to their students as quickly as possible.

Article 9.C (Extracurricular Compensation)

In regards to the Association's proposal, the District points out the supplemental salaries afforded the employees are already high when viewed in connection with other school districts. The District contends in a time when fiscal challenges are significant, there is a call to "do more with less." The District does not find it appropriate to increase the current salaries at the rates proposed by the Association. The District continues to suggest the same freeze in year 1, a 1% increase in year 2, and a 1.5% increase in year 3 as was proposed and recommended by the previous Fact-Finder.

Appendix C.1 (Supplemental Contract Salaries)

The District does not oppose revising the Band Director supplemental and eliminating the hourly approach now utilized for these efforts but that approach should be more consistent with the supplemental salary afforded that position than the amount proposed by the Association.

Association Position:

Article 9.B.1 (Interpretation of Basic Salary Schedules)

The Association proposes to increase the basic salary schedules by a yearly average of 1.10% after step movements.

It is the position of the Association its proposal does not increase incremental costs. The Association states contract settlements in Allegheny County have utilized a method of no retroactive step pay / 2 step movements after a total wage freeze so that employees reach the maximum step as originally scheduled. The Association argues the 2011-2016 total average increase in Allegheny County is 4.08% and the on scale increase (without step movement) is 1.43%. It is noted by the Association the 2010-2011 starting rate is ranked 25 out of 43 in Allegheny County and its career rate is ranked 30 out of 43. The Association submits the career earnings is ranked 24 out of 41 in Allegheny County. The Association contends at the conclusion of the 2011-2012 school year, the District realized

bargaining unit attritional payroll savings of \$2,441,687. From 1993-2011 the District has paid actual total increases of 2.80% less than what was negotiated due to attritional savings. The Association takes the position the District is capable of funding the Association's reasonable salary proposal. Teaching requirements and job demands are constantly increasing, and salaries should reflect such to preserve the profession.

The Association takes the position the District's proposal is out of line with other settlements in Allegheny County and includes a step freeze, thus failing to recognize years of service for placement on the salary schedule and delaying attainment of the maximum step, which violates the School Code as confirmed in *Mifflinburg*. The Association argues the District's proposal turns a 19 step schedule into a 20 step schedule and increases incremental costs. It is noted by the Association the District is proposing that many employees suffer a net loss of income when coupled with the District's medical insurance contribution proposal. The District's proposal would create greater disparity between its teachers and other teachers in Allegheny County.

Article 9.B.4 (Movement on the Salary Scale)

The Association proposes a change to the language in this section of the CBA to provide step movement contingent upon completing 95 paid days in the preceding work year.

The Association argues significant service time should be recognized for step movement. The Association suggests the contract has 19 steps, which is 2 steps more than the 2010-2011 County average. The Association contends other contracts in Allegheny County provide step movement contingent upon completing at least 50% paid days in the preceding work year.

Article 9.C (Extracurricular Compensation)

It is the proposal of the Association to increase the extracurricular compensation by 1.50% each year beginning in 2012-2013. It is the Association's position increasing extracurricular compensation by 1.50% in years 2-5 would only increase the lowest salary by an average of \$1 and the highest salary by an average of \$108. The Association argues extracurricular positions are not always attractive to bargaining unit members because salaries do not reflect responsibilities, thus some supplemental positions are filled with non-bargaining unit members. The Association takes the position major extracurricular positions in contiguous districts pay higher salaries and notes other contracts in Allegheny County provide increases in extracurricular compensation.

Appendix C (Supplemental Contract Salaries)

The Association proposes to add a marching band extracurricular position to Appendix C and pay the holder of such position a stipend of \$8,442 in 2013-2014.

The Association argues a teacher performing these extra duties should be compensated. The Association contends the District has expressed an interest in adding this position to the list of compensable extracurricular positions. Contiguous districts include a marching band director position and will pay the holder of such position an average of \$8,442 in 2013-2014. The Association states other contracts in Allegheny County include a marching band director position.

Recommendation:

Article 9.B.1 (Interpretation of Basic Salary Schedules)

This Fact-Finder has carefully reviewed and considered all of the information presented by the parties related to the salaries of the bargaining unit employees. The following is recommended by this Fact-Finder as set forth in Appendix B:

Year #1 (2011-2012) Wage and salary step freeze

Year #2 (2012-2013) Step movement only

Add \$775 to Step 19

Year #3 (2013-2014) Step movement Add \$375 to Steps 1 – 10 Add \$775 to Step 19

Year #4 (2014-2015) Step movement only Add \$775 to Step 19

Article 9.B.4 (Movement on the Salary Schedule)

After carefully considering the proposal presented by the Association on this matter, it is recommended that the language in Article 9.B.4 remain the same.

Article 9.C (Extracurricular Compensation)

The Supplemental Salaries of the positions outlined in Article 9.C should be reflected in the Agreement as follows:

Year #1 (2011-2012)No change

Year #2 (2012-2013)

1.0% increase

Year #3 (2013-2014) 1.25% increase

Year #4 (2014-2015) 1.50% increase

Appendix C (Supplemental Contract Salaries)

This Fact-Finder recommends for the position of marching band director to be added to Appendix C at the stipend of \$7500.00.

Article 11 – Medical, Dental and Vision Provisions

District Position:

Article 11.A.1 (b) (Group Hospitalization and Surgical Insurance)

The District makes the following proposal:

a. Year #1

i. no change

b. Year #2 & #3 (2012-2014)

i. HMO – 15% of premium

ii. PPO – 15% of HMO premium + difference in premium (PPO-HMO)

The District notes the health care benefits provided to the bargaining unit employees is funded primarily by the local taxpayers. The District takes the position the benefit plan design afforded these employees is as generous as any available, with more than acceptable plan design features and some of the lowest co-pays that are available. It is the District's contention the employee's responsibility for provider costs are far lower than those enjoyed by the public at large as evidenced by state and national studies and its premium contributions are also among the lowest.

It is the District's position contributions and cost sharing by its bargaining unit employees are lower than the national average for insurance premium contributions and for other employees in the Commonwealth.

The District argues the employees have demonstrated a willingness to pay more for their insurance by virtue of the fact there is no difference in the provider network between the HMO and the PPO plans, yet about ¼ of the employees pay an additional amount toward the premium to a maximum cost of \$100 per month to enroll in the higher cost PPO plan. The District states plan design change is not an option in this case and notes premium contributions are the only method of cost sharing available to the parties.

Domestic Partner

In response to the Association's proposal that the District be required to provide medical, dental and vision insurance coverage for an employee's domestic partner, the District states the Association has not provided specificity with this proposal to allow an evaluation of the District's exposure. The Association has not identified the cost associated with extending the benefit to those the District is not now legally obligated to cover. The District points out this is an economic issue and it has been afforded no opportunity to analyze the cost of extending this benefit or the impact.

Association Position:

Article 11.A.1.(b) (Group Hospitalization and Surgical Insurance)

It is the proposal of the Association to establish monthly employee contribution payments for health insurance provided through the ACHIC according to the following:

a. Year 1 – status quo
b. Year 2 – HMO: \$25/\$50; PPO \$50/\$100
c. Year 3 – HMO: \$25/\$50; PPO \$50/\$100
d. Year 4 – HMO: \$40/\$80; PPO \$55/\$110

e. Year 5 – HMO: \$40/\$80; PPO \$55/\$110

It is the Association's position employees have been contributing substantially toward medical insurance since 2007. Employee contributions should continue to be predictable, like their salary. The Association states career earnings should be a factor when considering contribution rates. It is the Association's argument its employees are contributing more than employees in 8 other districts who have higher career earnings.

The Association points out the District is proposing to increase individual HMO contributions by 263%, family HMO contributions by 412%, individual PPO contributions by 153%, and family PPO contributions by 201%. The District's proposal would have employees contributing more than employees in 20 other school entities who have higher career earnings. The District is proposing that employees on steps 1-9 and 19 with multiple person medical coverage suffer a net loss of income in 2012-2013. It is the position of the Association the District is proposing to increase contributions for HMO and PPO family coverage which equates to a net loss to the employees.

Domestic Partner

The Association makes the proposal an employee's domestic partner shall be eligible for medical, dental and vision insurance coverage. The Association argues employees should be treated with parity, regardless of personal lifestyle. The Association takes the position the additional cost is minimal in some cases. The Association also contends other contracts in Allegheny County provide employees with domestic partner insurance coverage.

Recommendation:

Article 11.A.1 (b) (Group Hospitalization and Surgical Insurance)

This Fact-Finder has reviewed the information submitted by the parties related to the health insurance and the following monthly contribution rates are recommended:

a. Year 1 – status quo

b. Year 2 – HMO: \$35/\$70; PPO \$65/\$130

c. Year 3 – HMO: \$45/\$90; PPO \$75/\$150

d. Year 4 - HMO: \$50/\$100; PPO \$80/\$160

Domestic Partners

It is this Fact-Finder's recommendation the Association's proposal to add domestic partners should not be included in this Agreement.

Article 14 - Leave Days

District Position:

Article 14.A (Emergency Leave)

The District proposes to add a zipper clause to Article 14.A to eliminate past practice.

Association Position:

Article 14.A (Emergency Leave)

The Association rejects the District's proposal. This issue was already addressed in the tentative agreement reached on March 11, 2013, and the cover letter of the same date from the District. The Association takes the position the District is attempting to reopen an issue that was already settled.

Recommendation:

Article 14.A (Emergency Leave)

This Fact-Finder recommends for the language in this Article to remain the same.

Article 17- Work Year, Work Day, Preparations and I.E.P.s

District Position:

Article 17.B.7 (Work Day)

The District proposes to remove paragraphs a, b, and c from Article 17.B.7.

It is the District's proposal all secondary teachers may teach 6 periods per day.

The District proposes to remove references to structure periods.

i. Only teaching, preparation, lunch, or duty

The District has proposed the limitation on teaching periods be removed to provide the secondary teachers, like elementary teachers, may teach 6 periods per day. The District notes this is its single most important educational objective in these negotiations. The District contends its proposal is necessary to provide flexibility, lower class sizes and to further the effort to meet the accountability demands of the Pennsylvania Common Core Curriculum and the Keystone exams in Algebra, Biology and Literature. The District argues the current contractual limitations in the areas of English, social studies, math, science, foreign language, business education and health, include core subjects which students are tested and evaluated. The District states teachers in these subjects are required to teach only 210 minutes of a 460 minute workday.

It is the District's position these limitations are a vestige of time when student achievement was not measured or evaluated, when consistency among the teaching ranks relative to availability for teaching during the day was less of a focus and when districts had the luxury of having large portions of their workforce perform the actual work they were hired to perform for less than ½ the work day. It does not make sense when student achievement is paramount and teacher accountability is a constant focus, to exclude from the District's ability to assign 6 periods per day, some of the subjects including English, math and science. The District contends it is necessary to have this level of flexibility to meet the needs of the students, to continue to demonstrate its superiority to other educational options available and to further the paramount of everyone at the bargaining table of advancing student achievement to the highest levels.

Article 17.B 7.d (Work Day)

The District contends in response to Association proposal for Article 17.B, that teachers are currently given reasonable travel time between buildings to allow for the transition. Additional considerations are given as may be warranted.

Article 17.C.2 (Preparation Time- Elementary Grades K-6)

In regards to the Association's proposal is Article 17.C.2, the District contends while it is true, though rare, students are infrequently reassigned to a classroom when a substitute is not available and instruction is necessary, this Article addresses the District's obligations when this occurs for an entire instructional day. The District takes the position providing payment on a class-by-class or hourly rate basis ignores the role of the teacher and creates an unnecessary administrative burden that is not justified.

Association Position:

Article 17.B.7 (Work Day)

The Association rejects the District's proposal related to class load. The Association contends class loads should be limited and additional preparation time should be allotted to facilitate educational effectiveness. The Association notes structured periods serve various educational functions. Other contracts in Allegheny County provide class load restrictions and compensation / additional preparation time for excessive teaching periods.

Article 17.B 7.d (Work Day)

It is the Association's proposal to add that traveling teachers and science lab teachers shall not be assigned a duty or structure period.

The Association submits traveling teachers and science lab teachers already have additional responsibilities. The Association points out lab teachers need to be set up and cleaned-up for each class and to ensure safety. Other contracts in Allegheny County release traveling teachers and/or science lab teachers from assigned duties.

Article 7.C.2 (Preparation Time- Elementary Grades K-6)

The Association proposes a change to provide an elementary employee who instructs students from another homeroom for an entire period shall be compensated at the hourly rate. The Association argues employees should not be required to instruct other students for the entire day before they are eligible for compensation. Employees have been shifted through the day so as not to qualify for compensation. The Association takes the position shifting employees is detrimental to student learning. Elementary teachers should be treated the same as secondary teachers. It was pointed out by the Association other contracts in Allegheny County provide that an employee who instructs students from another class for less than an entire day shall receive compensation.

Recommendation:

Article 17.B.7 (Work Day)

This Fact-Finder recommends the District's proposal that all secondary teachers may teach six (6) periods per day be adopted. It is also this Fact-Finders recommendation if a teacher is required to teach six periods per day, that the teacher would have two (2) class preparation periods per day. These recommendations are set forth to give the District more flexibility to schedule classes for the educational benefits of the students.

Article 17.B 7.d (Work Day)

It is this Fact-Finder's recommendation to reject the proposal of the Association related to Article 17.B.7.d.

Article 17.C.2 (Preparation Time – Elementary Grades K-6)

The Fact-Finder recommends rejecting the proposal. The current language addresses compensating employees in certain circumstances.

Proposed New Article- Early Retirement Incentive

District Position:

The District responds to the Association's proposal by stating a retirement incentive set forth in the CBA and available to all employees is of no value to the District. The District argues it does not incentivize any behavior, does not reduce costs and amounts only to additional post-retirement benefits afforded to employees who currently enjoy one of the most generous post-retirement health care payments made in lieu thereof. The District notes retirement incentives have been utilized in an effort to downsize the workforce and avoid layoffs. It is the position of the District the award of a new post-retirement health care benefit mandated by the CBA would be contrary to the collective bargaining trends, would not make sense and could not be justified.

Association Position:

The Association proposes to add a new article to provide a retirement incentive consisting of a non-elective employer contribution into a 403(b) account in the amount of \$8100 in the year of retirement and \$8100 each year for five years after the year of retirement.

It is the Association's rationale retirement incentives induce payroll savings. The Association states the 2010-2011 retirement incentive MOU led to bargaining unit payroll savings of \$2,316,296 and provided employees with up to \$97,200 for purchasing medical insurance. The Association argues its proposal would provide employees with \$48,600 which is half of what the 2010-2011 retirement incentive MOU provided. The Association submits its proposal to deposit the retirement incentive into a 403 (b) account via a non-elective employer contribution, would shelter employees and the District from certain taxes. It was noted by the Association other CBAs in Allegheny County provide retirement incentives that include medical insurance and/or stipends, exclusive of payment for unused sick leave.

Recommendation:

It is this Fact-Finder's recommendation to reject the Association's proposal.

APPENDIX B

WAGE & STEP FREEZE

2011-2012

	В	B+10	B+20	M	M+10	M+20	M+30	M+40	M+50	D
1	39359	39888	40417	42327	42620	42967	43164	43359	43656	44455
2	40259	40788	41317	43227	43520	43867	44064	44259	44556	45355
3	41159	41688	42217	44127	44420	44767	44964	45159	45456	46255
4	42059	42588	43117	45027	45320	45667	45864	46059	46356	47155
5	42959	43488	44017	45927	46220	46567	46764	46959	47256	48055
6	44234	44763	45292	47202	47495	47842	48039	48234	48531	49330
7	45509	46038	46567	48477	48770	49117	49314	49509	49806	50605
8	46784	47313	47842	49752	50045	50392	50589	50784	51081	51880
9	48079	48608	49137	51047	51340	51687	51884	52079	52376	53175
10	49354	49883	50412	52322	52615	52962	53159	53354	53651	54450
11	53054	53583	54112	56022	56315	56662	56859	57054	57351	58150
12	57079	57608	58137	60047	60340	60687	60884	61079	61376	62175
13	61104	61633	62162	64072	64365	64712	64909	65104	65401	66200
14	65129	65658	66187	68097	68390	68737	68934	69129	69426	70225
15	68824	69353	69882	71792	72085	72432	72629	72824	73121	73920
16	72519	73048	73577	75487	75780	76127	76324	76519	76816	77615
17	76214	76743	77272	79182	79475	79822	80019	80214	80511	81310
18	79914	80443	80972	82882	83175	83522	83719	83914	84211	85005
19	83614	84143	84672	86582	86875	87222	87419	87614	87911	88705

2012-2013

STEP MOVEMENT ONLY ADD \$775 TO STEP 19

	В	B+10	B+20	M	M+10	M+20	M+30	M+40	M+50	D
1	39359	39888	40417	42327	42620	42967	43164	43359	43656	44455
2	40259	40788	41317	43227	43520	43867	44064	44259	44556	45355
3	41159	41688	42217	44127	44420	44767	44964	45159	45456	46255
4	42059	42588	43117	45027	45320	45667	45864	46059	46356	47155
5	42959	43488	44017	45927	46220	46567	46764	46959	47256	48055
6	44234	44763	45292	47202	47495	47842	48039	48234	48531	49330
7	45509	46038	46567	48477	48770	49117	49314	49509	49806	50605
8	46784	47313	47842	49752	50045	50392	50589	50784	51081	51880
9	48079	48608	49137	51047	51340	51687	51884	52079	52376	53175
10	49354	49883	50412	52322	52615	52962	53159	53354	53651	54450
11	53054	53583	54112	56022	56315	56662	56859	57054	57351	58150
12	57079	57608	58137	60047	60340	60687	60884	61079	61376	62175
13	61104	61633	62162	64072	64365	64712	64909	65104	65401	66200
14	65129	65658	66187	68097	68390	68737	68934	69129	69426	70225
15	68824	69353	69882	71792	72085	72432	72629	72824	73121	73920
16	72519	73048	73577	75487	75780	76127	76324	76519	76816	77615
17	76214	76743	77272	79182	79475	79822	80019	80214	80511	81310
18	79914	80443	80972	82882	83175	83522	83719	83914	84211	85005
19	84389	84918	85447	87357	87650	87997	88194	88389	88686	89480

2013-2014

STEP MOVEMENT ADD \$375 TO STEPS 1-10 ADD \$775 TO STEP 19

	В	B+10	B+20	M	M+10	M+20	M+30	M+40	M+50	D
1	39734	40263	40792	42702	42995	43342	43539	43734	44031	44830
2	40634	41163	41692	43602	43895	44242	44439	44634	44931	45730
3	41534	42063	42592	44502	44795	45142	45339	45534	45831	46630
4	42434	42963	43492	45402	45695	46042	46239	46434	46731	47530
5	43334	43863	44392	46302	46595	46942	47139	47334	47631	48430
6	44609	45138	45667	47577	47870	48217	48414	48609	48906	49705
7	45884	46413	46942	48852	49145	49492	49689	49884	50181	50980
8	47159	47688	48217	50127	50420	50767	50964	51159	51456	52255
9	48454	48983	49512	51422	51715	52062	52259	52454	52751	53550
10	49729	50258	50787	52697	52990	53337	53534	53729	54026	54825
11	53054	53583	54112	56022	56315	56662	56859	57054	57351	58150
12	57079	57608	58137	60047	60340	60687	60884	61079	61376	62175
13	61104	61633	62162	64072	64365	64712	64909	65104	65401	66200
14	65129	65658	66187	68097	68390	68737	68934	69129	69426	70225
15	68824	69353	69882	71792	72085	72432	72629	72824	73121	73920
16	72519	73048	73577	75487	75780	76127	76324	76519	76816	77615
17	76214	76743	77272	79182	79475	79822	80019	80214	80511	81310
18	79914	80443	80972	82882	83175	83522	83719	83914	84211	85005
19	85164	85693	86222	88132	88425	88772	88969	89164	89461	90255

2014-2015

STEP MOVEMENT ADD \$775 TO STEP 19

	В	B+10	B+20	M	M+10	M+20	M+30	M+40	M+50	D
1	39734	40263	40792	42702	42995	43342	43539	43734	44031	44830
2	40634	41163	41692	43602	43895	44242	44439	44634	44931	45730
3	41534	42063	42592	44502	44795	45142	45339	45534	45831	46630
4	42434	42963	43492	45402	45695	46042	46239	46434	46731	47530
5	43334	43863	44392	46302	46595	46942	47139	47334	47631	48430
6	44609	45138	45667	47577	47870	48217	48414	48609	48906	49705
7	45884	46413	46942	48852	49145	49492	49689	49884	50181	50980
8	47159	47688	48217	50127	50420	50767	50964	51159	51456	52255
9	48454	48983	49512	51422	51715	52062	52259	52454	52751	53550
10	49729	50258	50787	52697	52990	53337	53534	53729	54026	54825
11	53054	53583	54112	56022	56315	56662	56859	57054	57351	58150
12	57079	57608	58137	60047	60340	60687	60884	61079	61376	62175
13	61104	61633	62162	64072	64365	64712	64909	65104	65401	66200
14	65129	65658	66187	68097	68390	68737	68934	69129	69426	70225
15	68824	69353	69882	71792	72085	72432	72629	72824	73121	73920
16	72519	73048	73577	75487	75780	76127	76324	76519	76816	77615
17	76214	76743	77272	79182	79475	79822	80019	80214	80511	81310
18	79914	80443	80972	82882	83175	83522	83719	83914	84211	85005
19	85939	86468	86997	88907	89200	89547	89744	89939	90236	91030

TENTATIVE AGREEMENTS

At the Fact-Finding hearing the parties revealed they had reached tentative agreement concerning several issues discussed during negotiations. It is recommended for these tentative agreements to be incorporated into this report as set forth herein and made part of the CBA.

CONCLUSION

In conclusion, the parties are directed to review the Fact-Finding report and within ten (10) calendar days from the date of the issuance of this report to inform the Pennsylvania Labor Relations Board and each other if they accept or reject this report.

Confidentiality of the report should be maintained during the ten-day consideration period and until officially released for publication by the Board in the event of a rejection.

The Fact-Finder submits the Findings and Recommendations as set forth herein.

Michelle Miller-Kotula Fact-Finder Washington, Pennsylvania

Issued: May 20, 2013