

Joan,

As per Dr. Tylinski's request, please forward this to all board members for their comments.

A1. I would consider a revenue neutral increase to 5% annual raises. This will require eliminating a few positions. This shouldn't be a problem as we have about 250 fewer students than we did several years ago, but dozens of additional teachers.

A2. The Board and/or Administration should have the ability to fire - at will - up to 1% of the teachers per year without greivances, lawsuits. etc. With nearly 600 teachers on staff, there has to be more than a handful of useless, incompetent, deadwood teachers that I wouldn't want anywhere near my kids.

A3. The base raise could be 2.5%, but would automatically jump to 5% when SV test scores exceed the average test scores of Pine-Richland, North Allegheny, Shaler, Moon, Hampton, and the other schools they like to compare their salaries to.

Although these ideas are outside of the box, if the union is truly interested in improving the quality of the educational product they are offering and not just lining their pockets to the fullest extent, these ideas will provide the framework and incentive to do so.

B1. Most of the phone calls I am receiving (5:1 ratio) are supportive of the Board holding our ground. Of the three calls (I'm not counting a call from a senior girl with poor telephone skills, few manners, and even less common sense) supporting the teachers, the common thread was that teachers at the top of the scale will receive little or no raise. Can the 4% increase be structured so that the M-30 crowd will receive a few more crumbs; at least enough to eliminate the argument that they will actually lose money (after health insurance contributions and deductibles) by agreeing to this contract?

Finally, could I get copies of letters sent to the Board and distributed at the recent meetings I have missed. I've had two neighbors ask if I received their comments. I will UPS the blue Board meeting binder to you on Tuesday if someone is not able to take it tomorrow evening.

Paul T. Adametz
724-776-5135 home
412-231-2282 business