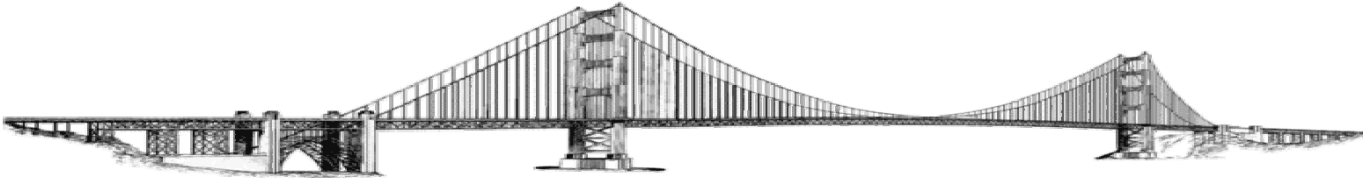


SENECA VALLEY EDUCATION ASSOCIATION



Bridging the Gap

Fiction to Fact

FICTION

FACT

The teachers are not willing to pay anything for their health care. (The public pays more for their health care than the teachers. Why shouldn't the teachers have to pay more?)

The teachers are willing to pay more for their health care!

The Seneca Valley Education Association has been and continues to be willing to negotiate over health care. The Association's recent proposal would cut the District's health care costs by approximately \$1 million dollars.

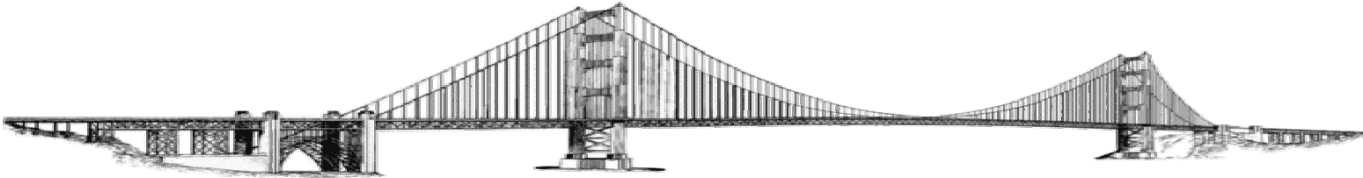
The Association offered to do Interest Based Bargaining and attack health care costs **together** from the very beginning of the process. The response from the District was, "we have no interest in doing that".

The Association would like to make changes that will actually *reduce* health care costs and not just shift them from one group to the other. The *District's* health care representative, Robin Hope, confirmed that monthly contributions or premium shares **DO NOT** reduce health care costs. The costs are merely shifted. The insurance companies are still getting their money.

The positions of the parties are very far apart.

In reality they are not. The proposals are apart only by the amount of the increment each year (incremental costs are what it costs to move teachers up one step each year on the salary schedule). In addition to this, over the past twenty years, the District has experienced attritional savings of 1.97% per year (attritional savings are what the District saves by teachers at the top of the salary schedule retiring or leaving the District and being replaced with teachers on the starting salary). These savings are almost equal to the cost of the difference in our proposals. The incremental cost averages 2.22%. So in reality, in terms of what the district would actually spend, the proposals are 2/10 of a percent apart!

SENECA VALLEY EDUCATION ASSOCIATION



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Fiction to Fact

FICTION

FACT

The 4% offer of the board is a fair increase.

Yes, it is a fair increase – **IF** the teachers’ salaries were on a par with districts the Seneca Valley School Board constantly compares us with. **This dispute is about earnings not increases.** Seneca Valley teachers earn \$132,000 less on average over their career than the districts that are of similar wealth and size in a close geographic area. The top masters salary at Seneca is \$ 68,700 compared to \$70,798 at Butler, \$76,801 at Shaler Area, \$83,600 at Pine-Richland, \$83,800 at Moon Area, \$82,306 at North Hills and \$87,623 at North Allegheny.

Any offer on the part of the Board above the 4% they have offered would cause the District’s budget to exceed the Act 1 ceiling and force a taxpayer referendum.

This is false. The District can fund the Association’s offer without any property tax increase. It would require increases in other parts of the District’s budget, far in excess of their historical increases, before a tax increase that exceeds Act 1 would be required.

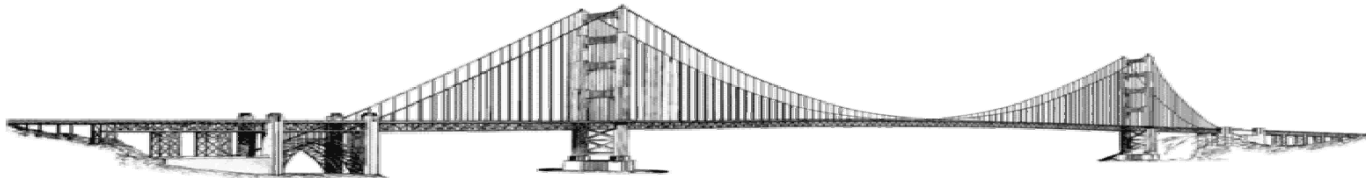
The Board says if they agreed to the Association’s proposal:

- The fund balance will be completely depleted next year.
- The District would have a \$4,978,210 Fund Deficit by the end of 2008-09.
- The Board will be forced to raise taxes by 13.64 mills to balance the budget.
- The Board will be forced to raise taxes each year to pay the proposed wages.

The District will have no funds available for new buildings, technology, etc.

All of these statements are false! The District is deliberately misleading and trying to scare the public. All of these statements are based on the assumption that there will be no increases in funding to the district other than property taxes. In fact, the district receives approximately 46% of its revenue from sources other than local property taxes. In addition to that, the District continually receives increased revenue in taxes from the growth in the district – **all without having to increase the millage.**

SENECA VALLEY EDUCATION ASSOCIATION



Bridging the Gap

Fiction to Fact

FICTION	FACT
<p>The Board's offer of 4% is more than enough.</p>	<p>The Association's offer would barely bring teacher salaries to the percentage of revenue that they were in 2002-03. Teacher salaries, as a percentage of the District's revenue, have been DECREASING over the past contract. In 2002-03 salaries were 49.98% of total revenue. In 2005-06 salaries were 45.34% of total revenue. The Board hasn't explained to the public that their offer of 4% includes the incremental costs of the salary schedule (incremental costs are what it costs to move teachers up one step each year on the salary schedule). The Association's position is that incremental costs are the operating costs for the District. The incremental costs for the first year of the proposed salary schedule are approximately 2.55 %, which results in only a 1.45% actual raise on scale for the teachers.</p>
<p>The union leaders wouldn't let the teachers vote on the board's final offer.</p>	<p>The teachers voted not once, but twice, by secret ballot, overwhelmingly to reject the fact-finder's report, which was better than the board's final offer. Common sense dictates there was no need for the teachers to vote a third time on something that was less than what they already rejected.</p>