

SENECA VALLEY EDUCATION ASSOCIATION



Bridging the Gap

Fiction to Fact

The SV teachers have committed to a difficult stance to ensure that the Seneca Valley School District continues to be an outstanding district providing a world class education for the children in our community. We have an award-winning district. We have award-winning teachers and we deliver award-winning students. We have curricula and programs many districts don't offer.

None of this would be possible without our teachers, the people who directly work with our children. Essential to Seneca Valley's continued success is being able to attract and retain the highest quality teachers.

FICTION	FACT																												
<p>The teachers are asking for too much money.</p>	<p>This is where the full professional salary (top master's step) would be under the two proposals in relation to comparable districts:</p> <table border="0"> <tr> <td>Board proposal:</td> <td>Teacher proposal:</td> <td>Comparable settled Districts:</td> <td></td> </tr> <tr> <td>2009-10</td> <td>2009-10</td> <td>2009-10</td> <td></td> </tr> <tr> <td>\$73,445</td> <td>\$80,369</td> <td>Butler</td> <td>\$77,100</td> </tr> <tr> <td></td> <td></td> <td>Moon Area</td> <td>\$92,685</td> </tr> <tr> <td></td> <td></td> <td>North Allegheny</td> <td>\$96,083</td> </tr> <tr> <td></td> <td></td> <td>North Hills</td> <td>\$88,697</td> </tr> <tr> <td></td> <td></td> <td>Pine-Richland</td> <td>\$93,182</td> </tr> </table> <p>Over a teacher's career, Seneca Valley teachers currently earn \$132,020 less than comparable districts. Teachers want to begin to close this earnings gap. Under the Board's proposal, SV teachers would earn \$226,676 less than comparable districts – nearly twice as far behind as they are now.</p> <p>This strike isn't about raises – IT IS ABOUT LIFETIME EARNINGS! If our salaries were already comparable to the districts with which we're compared, then a 4% raise at this time would be reasonable.</p>	Board proposal:	Teacher proposal:	Comparable settled Districts:		2009-10	2009-10	2009-10		\$73,445	\$80,369	Butler	\$77,100			Moon Area	\$92,685			North Allegheny	\$96,083			North Hills	\$88,697			Pine-Richland	\$93,182
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<p>The teachers caused this strike.</p>	<p>SVEA is on strike because we have attempted for two years to negotiate a fair and equitable contract. Paul Adametz has now shown the true attitudes of the board. Hopefully, the community now recognizes the difficulty of these negotiations. The SVEA has tried, on numerous occasions, to inform the media and public about why the board doesn't really want to negotiate with us. This board doesn't support competitive salaries. They won't even admit there's a gap between our salaries and comparable districts. Paul Adametz is just a part of the problem. Other board members vote with him. Mr. Adametz refers to your teachers as "incompetent, useless and</p>																												

	<p>deadwood.” Mr. Adametz also calls for the firing of up to 1% of teachers per year –without due process or cause. Mr. Adametz isn’t on this board for quality education at Seneca – his children don’t even go to school here. He sends them to a private school.</p>
<p>Any more than the Board’s proposal will bankrupt the district.</p>	<p>We’ve been saying all along the board was misleading the public about numbers. We know the board can afford our proposal without having to raise taxes. The board knows it too but for some reason they’ve chosen to inflame relationships in this community by stating false predictions of increased taxes. No one wants to see a tax increase and the easiest way to rile people is to say “the teacher’s proposal will cost you a tax increase.” If you listen to Mr, Adametz, he admits there is more money available to settle the contract. If that’s the case, why don’t they make a new proposal? Mr. King’s 50+ tax mills is a figment of the imagination. All Mr. King says is they’ve done the numbers. Well Mr. King’s numbers are wrong!</p> <p>When the Board did their “math” they added the teacher salaries in twice. The Association has pointed this error out to them yet they refuse to correct their error. Their misinformation keeps the conflict within the community alive.</p>
<p>The Union won’t let the members vote on the Board’s offer and most of the members would accept it.</p>	<p>The members did vote – twice - on the fact-finder’s report which was BETTER than the board’s last offer. After voting twice to reject something more than what the board is currently offering, the members voted unanimously to go on strike!</p>
<p>There’s an e-mail floating around showing the teacher’s proposal as an 11% raise.</p>	<p>Unfortunately some people have misunderstood the numbers the Board put out and have forwarded misinformation to the community. Our proposal is 4% on scale. The incremental cost averages 2.22% which is a total cost of 6.22% on average over the five years. This would guarantee that our most experienced teachers get the full 4% raise.</p>
<p>If teachers don’t like their salaries here they should go somewhere else.</p>	<p>One of the worst things that can happen to a school district is to have high turnover rates. Students benefit greatly from teachers being able to collaborate on which teaching methods will work best with individual pupils. This is especially true for our children with learning difficulties. Unfortunately, the Seneca Valley School District has earned the nick-name of “Stepping Stone Seneca.” Younger teachers continue to go to other districts that have higher salaries. We’re losing good teachers to better-paying districts and denying our own children the benefit of these talented educators.</p>
<p>Teachers only work 9-months and all they have to do is stand in front of the kids and deliver curricula.</p>	<p>The success a child finds in life is a direct result of three factors: the determination of the student, the home environment and the skill of the educator. What occurs in the classroom is the culmination of the intense preparation teachers do after the school day and during the summer months. In reality, “all they have to do” is prepare a child to succeed in life. Teachers make a difference because they prepare year round.</p>
<p>The strike will be over November 15.</p>	<p>Only the first stage of this strike will be over November 15. The next step will be non-binding arbitration. If that doesn’t produce a settlement there could be a second strike before this school year is over. If a contract still isn’t reached there could be another strike at the beginning of the 2008-09 school year followed by another non-binding arbitration and a second strike. This process can repeat</p>

	<p>itself for years or until a contract is reached between the Association and District. Mr. King has a track record of extending the bargaining process (Punxsutawney and Brookville). There is no end to this until the board comes to the table and negotiates to reach an agreement with the teachers.</p>
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