

JERSEY SHORE AREA SCHOOL DISTRICT TEACHER CONTRACT NEGOTIATIONS PERSPECTIVE

Beginning in February 2019, the Jersey Shore Area School District and Teachers began contract negotiations that would go into effect on July 1, 2019. This document is meant to highlight both the Board's and the Teacher Union's proposals as of June 25, 2019.

TOTAL INCREASE IN SALARIES & BENEFITS OF 4-YEAR CONTRACT

Teacher Union Proposal on 6/25/19

- 2% Increase and Step Movement* All 4 Years
- **No Change to Healthcare Copays**

**Step movement is the process by which teachers advance their base salary within the negotiated matrix from year-to-year from their point of hire to the top of the matrix, currently there is a 17 step matrix.*

\$7.2M

VS

School Board Proposal on 5/20/19

- 0% Salary Increase and No Step in 2019-2020
- 0.50% Increase and Step in 2020-2021
- 0% Increase and Step in 2021-2022
- 0.50% Increase and Step in 2022-2023
- 8% Increase in Healthcare Copays
- \$1,000 per employee if contract was agreed to by June 30. This has since expired.

\$2.3M

2018-2019 Step Matrix

| Step | Bachelor's Degree | Master's Degree | Step | Bachelor's Degree | Master's Degree |
|------|-------------------|-----------------|------|-------------------|-----------------|
| 1 | \$45,000 | \$50,000 | 10 | \$57,050 | \$63,100 |
| 2 | \$45,900 | \$50,750 | 11 | \$58,950 | \$65,000 |
| 3 | \$46,900 | \$51,750 | 12 | \$60,800 | \$67,500 |
| 4 | \$47,900 | \$52,250 | 13 | \$61,800 | \$69,000 |
| 5 | \$49,900 | \$54,250 | 14 | \$64,500 | \$72,100 |
| 6 | \$51,000 | \$55,950 | 15 | \$67,400 | \$75,500 |
| 7 | \$52,300 | \$57,550 | 16 | \$69,100 | \$76,900 |
| 8 | \$54,450 | \$59,700 | 17 | \$75,000 | \$83,350 |
| 9 | \$56,050 | \$61,900 | | | |

Master's Schedule +30 - \$975 above Master Schedule Doctoral - \$2500 above MS+30 Schedule

Average Salary Increase in Paychecks Over 4-Year Contract

Teacher Union Proposal ► **3.71%**

School Board Proposal ► **1.54%**

Average Salary & Benefits Per Teacher in 2022-2023

Teacher Union Proposal ► **\$121,587**

School Board Proposal ► **\$111,671**

of Teachers That Will Receive a Salary Increase Between 9%-11% in a Year With Salary Increase & Step Movement

Teacher Union Proposal ► **20**

School Board Proposal ► **1**

19-20 Real Estate Tax Increase Absorbed by Increases in Teacher's Salaries and Benefits

Teacher Union Proposal ► **135.1%**

School Board Proposal ► **58.8%**

The Teacher Union Proposal Exceeds the Maximum Tax Increase of Act I, Leaving No Funds for New Academic Programming, Inflation of Operating Costs and Maintenance of Facilities.

"Now people are realizing they have been painted into a corner. This is a direct result of the state's fiscal policies. It's not school boards. They have to do what they can to balance their budgets by law. If we could say one thing to the legislature, it's stop passing mandates without paying some or all of them," – Timothy J. Shrom.

Reference: Hartman, William & Shrom, Timothy J., (January 2019), [A tale of haves and have-nots: the financial future of Pennsylvania school districts]; Temple University: Center of Regional Politics Policy Brief.