

PENN HILLS SCHOOL DISTRICT

AND

ACT 88 -26- 4- W

PENN HILLS EDUCATION SUPPORT

PROFESSIONALS ASSOCIATION PSEA/NEA

FACT FINDING REPORT

Chelsea Dice, Esquire

For the School District

FACT FINDER

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For the Association

W. TIMOTHY BARRY

BACKGROUND

By letter dated April 10, 2026, the Pennsylvania Labor Relations Board appointed the undersigned as the Fact Finder, pursuant to Act 88 and the Public Employees Relations Act, Act 195, to resolve an impasse in collective bargaining between the Penn Hills School District (hereinafter referred to as “the District”) and the Penn Hills Education Support Professionals Association, PSEA/NEA (hereinafter referred to as “the Association”). The Association represents approximately 84 employees of the School District, located in Penn Hills, PA.

The parties have an ongoing bargaining relationship and are parties to a collective bargaining agreement which expired on June 30, 2025. The parties met numerous times in an attempt to negotiate a successor agreement but were unable to do so. A Request for Fact Finding was initiated by the Association.

In accordance with the Board’s Order, the parties filed written Statements of the Issues in Dispute with the Fact Finder, identifying the following issues:

1. Recognition
2. Agreement
3. Employee Work Year
4. Employee Workday Workload
5. Compensation
6. Vacation /Holidays
7. Temporary Leaves of Absence
8. Insurance
9. Unused Sick Leave
10. Overtime Supplemental
11. Duration of Agreement
12. Salary Schedules

13. Retroactivity

A formal hearing was held in on May 7, 2026. At the Hearing, both parties were given the full opportunity to present their respective proposals and positions, both in writing and orally. Executive Session discussions were conducted telephonically on May 8, 2026. The Fact Finder was given a thorough understanding of the each party's position.

In arriving at the Recommendations in this Report, the Fact Finder has considered how these issues are treated in other school districts, the needs and proposals of the Association and its members, the impact on the taxpayers of the District and the ability of the District to administer these matters. The Fact Finder has considered each individual issue, but also has considered how each individual issue fits into the successor Collective Bargaining Agreement (CBA) as a whole.

The following is the Report on the Issues in Dispute:

1. Recognition:

Position of the School District- Divide the current secretarial positions from one to three with increased compensation for Levels II and III, but reduced compensation for Level I.

Position of the Association- Remain status quo

Recommendation- Remain status quo

2. Agreement:

Recommendation- 4 year Agreement starting July 1, 2025

3. Employee Work Year:

Issue- The School District is hiring paraprofessionals from an outside third party vendor and is paying them a higher starting wage than bargaining unit members. The Association has filed an unfair labor practice charge against the School District concerning this matter.

Recommendation- This issue cannot be resolved through Fact Finding. It will need to be addressed and hopefully resolved through the unfair labor practice proceedings.

4. Employee Workday Workload:

Position of the School District- Proposed language changes.

Position of the Association-Proposed language changes.

Recommendation: The School District's proposal re: ACCESS Documentation Guidelines for Paraprofessionals will be added to the Agreement. In Article VII, Paragraph F-Inservice and Clerical Days- Change Paraprofessionals to All bargaining unit members

5. Compensation:

Position of the School District- 4% increase for each year of the 4 year Agreement.

Position of the Association- 5 % increase for each year of the 4 year Agreement. Increase in Tuition Reimbursement

Recommendation-

Year 1- July 1, 2025-June 30, 2026- 4.2 % increase

Year 2- July 1, 2026-June 30, 2027- 4.2% increase

Year 3- July 1, 2027- June 30, 2028-4.2% increase

Year 4- July 1, 2028- June 30, 2029-4.5% increase

Increase Tuition Reimbursement from \$750. to \$1,000. per semester

6. Vacations/Holidays:

Position of the School District- status quo

Position of the Association- 5 new Holidays

Recommendation- status quo

7. Temporary Leaves of Absence:

Position of the School District-No increase in Personal Days or Emergency Leave. Proof of relationship for Bereavement Leave.

Position of the Association- Increases in Personal Days, Emergency Leave and Bereavement Leave

Recommendation-No increase in Bereavement Leave. Personal Days increased from 2 to 3. No increase in Emergency Leave. School District may require proof of decedent for Bereavement Leave.

7a. Unpaid Leave of Absence:

Recommendation- The following language will be added to Article XV- Unpaid Leaves of Absence, Paragraph C: “ Depending on the circumstance, the employee may ask for 5 days without such notice at the discretion of the employee’s administrative supervisor.”

7b. Seniority:

Position of the School District- Proposed language changes.

Position of the Association- Status Quo.

Recommendation-Change Article XII-Seniority, Paragraph C.5. for the probationary period, from 30 work days to 30 calendar days.

8. Insurance:

Position of the School District- Employees will contribute to health insurance: 2025-2026-10%; 2026-2027- 11%; 2027-2028- 12%; 2028-2029-13%.

Position of the Association-Employee contributions- 2025-2026-10%; 2026-2027-11%; 2027-2028-11.5%; 2028-2029-12%.

Recommendation- Employee contributions to health insurance- 2025-2026-10%; 2026-2027-11% 2027-2028- 11.5%; 2028-2029-12%.

9. Unused Sick Leave:

Position of the Association- Increase payment for accumulated sick leave from \$75 to \$150 upon death or retirement.

Position of the School District- Status Quo.

Recommendation- Status Quo.

10. Overtime Supplemental:

Position of the Association- Assignments will be awarded on a seniority basis.

Position of the School District- Status Quo

Recommendation- Assignments will be awarded on a seniority basis.

11. Miscellaneous Provisions:

Recommendation- Add “at the request of the employee” for any removal of materials from personnel file.

12. Duration of Agreement:

Recommendation- 4 years from July 1, 2025 to June 30, 2029.

13. Retroactivity:

Recommendation- Wage increases will be retroactive to July 1, 2025.

CONCLUSION

In conclusion, the parties are directed to review this Report and, within 10 calendar days of the issuance of this Report, to notify the Pennsylvania Labor Relations Board and each other whether they ACCEPT or REJECT this Report. Confidentiality of this Report must be maintained during the 10 day consideration period and until officially released by the Board for publication in the event of a rejection .

The Fact Finder submits the Findings and Recommendations contained herein.

W. Timothy Barry, Fact Finder

