

Attorneys At Law Phone 215.938.6378 Fax 215.938.6375

1800 Byberry Road
1301 Masons Mill Business

HUNTINGDON VALLEY, PENNSYLVANIA 19006

MICHAEL IRA LEVIN
ANNE E. HENDRICKS
ALLISON S. PETERSEN
PAUL J. CIANCI
CRAIG D. GINSBURG
DAVID W. BROWN
RICHARD B. GALTMAN
JAMES J. MUSIAL
JULIA ANN LEVIN

FOR IMMEDIATE RELEASE

CONTACT: MICHAEL LEVIN

215-938-6378

## School Board Looks to January 15 Negotiation Session with Optimism

January 13....Members of the Pocono Mountain School Board Negotiating Team are approaching their January 15 bargaining session with the Pocono Mountain Education Support Professionals Association with specific proposals and a new sense of hope. Two complete options will be presented to the Association, including an option for keeping the transportation services in-house.

"We are bringing to the table salary and benefits plans that are compatible with the Association's goals," explained School Board President, Rusty Johnson. The one concession that the Association must agree to, according to Johnson, is completely aligned with the Pennsylvania Auditor General's 2016 recommendation which calls for Pennsylvania school districts to seek competitive bids for transportation. Such savings could be achieved either with a contract with a bus company or by a collective bargaining agreement with the Association.

By District calculations, savings of approximately \$4.3 million per year will be achieved through transportation outsourcing, a step that will also result in a rehiring of approximately 95 percent of the District's transportation staff by an established school bus transportation company. The Board conducted a very lengthy and thorough review of the school bus company's proposal and operations at other school districts to ensure the company could deliver very safe, efficient, and effective student transportation services in a more cost-effective manner for Pocono Mountain School District.

Concerns about residential real estate reassessments, an increase in appropriations to charter schools, a rise in Pennsylvania retirement fund contributions, and a forecasted economic recession by some economists have caused the District to exercise a heightened level of prudence when evaluating its future financial picture.

The School Board Negotiating Team remains hopeful that the union leadership coming to its January 15 session recognizes the salary and benefits proposal as a good faith effort to reach an agreement that supports its members, students and taxpayers.

Updates on negotiations will be made available at www.pmsd.org

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