



Administrative Offices

Donna K. Milanovich, Ed.D., Superintendent of Schools

8353 University Boulevard • Moon Township, PA 15108 • 412-264-9440 • Fax: 412-264-6178

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Dear Moon Area Community:

On June 27, the Moon Area Board of Education approved a five-year agreement with the Moon Education Association (MEA). The MEA voted to ratify the agreement on June 28. The contract resolution ended 19 months of intensive negotiations. In today's tough economic environment, we realized that the financial stability of the district, in a large part, was dependent upon the terms of the agreement reached with our largest bargaining unit. We firmly believe that this contract accomplished what we set out to do—financially position the school district for the future. **Since taxes were not raised for the past two years, Moon Area School District's millage rate continues to be one of the lowest in Allegheny County.**

The new contract addresses economic issues as well as terms of employment, which impact the delivery of educational programs. On both fronts, the district made positive gains, which I would like to share with you.

SALARY AND BENEFIT PACKAGE

In February, the Board did not accept the arbitrator's recommendations for a contract settlement because they believed that the salary and benefit package was beyond the reach of the district. **The MASD/MEA agreement represents a savings of approximately \$3.6 million over the arbitrator's recommendations.** The resolution provides net salary and benefit increases averaging 3.1 percent over the life of the contract. This includes raises and step movement through the salary scale beginning in 2011-2012. The contract calls for a wage freeze in the first year of the contract for MEA members. The value of each individual step, except the maximum salary step, will remain at 2009-2010 levels through 2012-2013. The unprecedented freeze of the step values help to control the overall five-year cost of the agreement.

MOON AREA SCHOOL DISTRICT CONTRACT SETTLEMENT: SELECTED SALARY DATA

Salary	Step	09-10	10-11	11-12	12-13	13-14	14-15
Starting	Bachelors -Year 1	\$44,450	\$44,450	\$44,450	\$44,450	\$45,910	\$46,650
	% Increase	n/a	0.00%	0.00%	0.00%	3.28%	1.61%
Career	Masters -Year 17	\$92,685	\$92,685	\$93,685	\$94,685	\$96,843	\$99,000
	% Increase	n/a	0.00%	1.08%	1.07%	2.28%	2.23%

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Three significant changes related to healthcare will result in record savings for the district. First, professional staff will move from a PPO to an HMO plan, with an estimated average yearly savings of \$182,000 or \$728,000 over the next four years. Second, employee health insurance copayments will shift from a fixed amount to a percentage of the premium. Third, there is no cap on the value of the copayment. By the final year of the contract, the percentage of premium contributions increases to 9% with no cap. This increase more than doubles the fixed contribution copayments (approximately 4.1 percent) made during the 2010-2011 year.

TERMS OF EMPLOYMENT

The teacher workday was extended to 8 hours. Only seven of the 42 school districts in Allegheny County have an 8-hour day. The number of teachers who can teach a sixth class each day at the secondary level was increased appreciably. The current compensation for teaching a sixth class will remain the same over the life of the contract. Most significantly, administration can now meet with teachers 45-minutes per day, a maximum four times per week, to work on professional development opportunities. This will translate into increased student performance as teachers incorporate newly learned strategies into their daily teaching.

Class size limitations were placed in order to ensure that student-teacher ratios are as small as economically possible. These include maximum 23 students for kindergarten; 26 students for grades 1, 2 and 3; 28 students for grades 4 and 5; and 30 students for grades 6-12. As part of the agreement, the district recalled 4.5 teachers furloughed at the close of 2010-2011.

The 2011-2012 budget, approved June 27 at \$56.7 million, fully funds the cost of the contract for the current year and keeps taxes at the same millage level of 21.30 for the third year in a row.

In closing, I hope that this information has helped you understand the positive economic impact of the new agreement. On behalf of the Board, I thank you for your continued support of our schools.

Sincerely yours,



Donna K. Milanovich, Ed.D.
Superintendent of Schools