

# NESHAMINY TEACHERS' STRIKE FACTS

AN OPEN LETTER to Parents and Taxpayers of Neshaminy School District

**DEAR FELLOW NESHAMINY SCHOOL DISTRICT RESIDENTS:**

**SUPPORT OUR NESHAMINY SCHOOL BOARD BY ATTENDING A PUBLIC BOARD MEETING AT 7PM TUESDAY, JANUARY 24, 2012  
IN THE MAPLE POINT MIDDLE SCHOOL GYMNASIUM. 2250 LANGHORNE YARDLEY ROAD, LANGHORNE**

*Do you want your child's educational programs to be cut just so already well-compensated teachers can get even more? Do you want your taxes continually raised like the last 20 years just to satisfy self-interested union extortion demands every contract? Do you want continued union control of Neshaminy education decisions? These are YOUR decisions to make.*

As residents of the school district, it is our obligation to inform you of the truth concerning the **Neshaminy Federation of Teachers (NFT) strike** currently threatening our community and our children. We want to provide you with all the **FACTS** about the many exclusive rights, benefits and perks contained in the current Neshaminy teachers' contract, as well as the unaffordable demands they continue to make on our struggling community in the midst of the worst recession in 80 years. Did you know the union's public stance is that the School Board should **RAISE OUR TAXES** annually and use the district's entire modest savings to pay for retroactive pay and outrageous salary demands? As a backdrop to the NFT's strike, it is equally important that we inform you that as taxpayers, we have not yet received an acceptable return on the high taxes we have paid for Neshaminy education in the past two decades. Stunningly, **Neshaminy PSSA test scores have slipped 100 places from 2001-10** and we now rank 245 out of 500 PA districts\*\*\*, yet **NSD teachers, due to extraordinary earnings and extravagant perks granted in their unique 2002 contract, are the HIGHEST IN OVERALL COMPENSATION in Pennsylvania!**

## NSD TEST SCORE COMPARISON

### \*\*\*PSSA Tests:

-Neshaminy ranked #153 out of 500 districts in 2001 and **DROPPED** down to #245 by 2011. The 11-yr average is #267.

### \*\*\*SAT Tests:

-In college-admission **SAT** tests, 147 High Schools scored **HIGHER** than Neshaminy in 2001, **deteriorating to 199** PA High Schools in 2010. The 10-yr average is 188 High Schools ahead of Neshaminy.

-Neshaminy's 10-yr average SAT score is 1254 while the TOP Bucks District's 10-yr average score is 1369.

**NHS failed State AYP for 7 yrs** and is under State corrective action.

**NOTE:** These ranks consider aggregate scores for Math, Reading, Writing and Science for PSSA tests; Verbal/Math/Writing for SAT.

## DID YOU KNOW THAT NESHAMINY TEACHERS...

**At the highest earnings level are in the top 5% of ALL individual American wage earners? \*\*\***

- **Have a contract from 2002 like no other in the State? Please read it at: [www.neshaminytaxpayers.com/Certified\\_Contract.pdf](http://www.neshaminytaxpayers.com/Certified_Contract.pdf) \*\*\***
- Are demanding \$30M **above our current budget and the board's last offer** in retroactive pay, salary increases and benefits?
- Unlike other districts, have "equal status" with Administration in all educational decisions but no accountability?
- Unlike other districts, get **FREE** Rolls Royce health care 100% paid for by NSD taxpayers? Part-time employees get full benefits!
- Get nearly \$10,000 CASH per year just for opting out of the health care plan, costing taxpayers a whopping **\$1,300,000 per year?**
- Have a total average benefit cost of a **shocking \$30,200 per teacher?**

- With tenure, have **never** been terminated for poor performance?
- Receive retirement bonuses of **\$27,500 and they can retire with full benefits after ONLY 10 years of district service? \*\***
- Unlike other districts, have **FREE RETIREE** health insurance? With the retiree bonus, this has cost NSD **\$35,000,000 since 2002\*\***
- Are demanding 80% of retroactive raises and steps from 2008-11, totaling **\$9,200,000?**
- Are demanding **6-7% annual raises** including step increases for 3 yrs of contract?
- Are given raises **NOT** based on merit or actual classroom performance, so our **WORST** teachers earn as much as our **BEST?**

**-NEVER undergo drug testing and are not background checked again after hiring?-**

- Are demanding taxpayers agree to the entire 2002 contract language that nearly bankrupted the district and resulted in program cuts?
- Do **the bare minimum under the rules of the ongoing union dictated "Work to Contract"?** No extra help or home access.
- Work the least amount of any Bucks district teachers at only 1319.5 hours per year?
- Unlike other Bucks districts, get paid salary increases for taking **online 3 week non-Master's degree courses called MEQs?**
- Get paid non-merit longevity pay of **\$1700-\$2950** per year after 20 years until retirement, simply for showing up to work?
- Can **ONLY** be hired from a specific list of long term substitutes, due to contract language providing union protections on hiring?

**The NSD Superintendent is restricted from hiring the best qualified teachers available outside the district!**

**-277 out of 620 full time teachers earn between \$95,000 and \$109,462 for 9.5 months with FREE Rolls Royce Health Insurance-**

**-NSD elementary school librarians (2) earn over \$99,000 and school nurses (5) earn \$96,000 plus benefits for only 9.5 months-**

The NFT once again arrogantly demands more money and power, using our children as hostages in their strike to extort our community. They want us to sign a contract that includes all the 2002 contract language that has made teachers affluent, decimated our district's financial viability and caused educational quality to deteriorate. Taxpayers are being crushed by the costs of the NFT's previous contract, under which they still work. That **contract added \$39,000,000 over 6 years to our budget JUST FOR TEACHERS' COMPENSATION!** We have suffered through a decade of huge tax increases to pay for this last unaffordable contract, yet we were still forced to cut educational programs, postpone needed facility repairs and undergo significant layoffs, all while student competitiveness deteriorated. Furthermore, their latest out of touch contract counter proposal not only provides **NO bottom line savings** to our severely financially stressed district, unbelievably it adds **\$30,000,000 MORE to our operating expenses!** We say **ENOUGH IS ENOUGH!** It is time to put Neshaminy students and struggling taxpayers **FIRST**. Please join us in standing up for a fair Neshaminy School Budget that protects our students and taxpayers once and for all.

Sincerely,

Concerned Parents and Taxpayers of the Neshaminy School District

**Call the NFT at 215-547-2001. Tell the Union President you support our Board and the NFT needs to negotiate an affordable contract!**

## TEACHER EARNINGS

\*Top NFT Staff 9.5 mth total earnings\*\*

\$109,462  
\$106,462  
\$106,462  
\$106,462  
\$106,462  
\$104,762  
\$104,762  
\$104,762  
\$104,762  
\$104,762  
\$104,762  
\$104,762  
\$104,762  
\$104,762  
\$104,762  
\$104,762  
\$104,169  
\$104,080  
\$104,923  
\$101,923  
\$101,923  
\$101,923  
\$101,923  
\$101,923  
\$101,873  
\$101,423  
\$100,923  
\$100,667

\*Add \$30,200 average for total benefits

## SCHOOL DISTRICT CONTRACT COMPARISON

Current NFT Contract	12 Other Bucks Districts
Annual Longevity Pay after 20 yrs	Only 3
MEQ for salary increase ONLY	NO Masters only
Equal Say and status with Admin	NO
Must hire active LT substitutes first	NO
11 Salary steps	14.4 is average
188.5 work days	199 max; 192 average
7 hrs/day	7.5 (10 of 12)
1319.5 hrs/yr (least in Bucks)	1492 hrs max; 1431.4 average
6 personal days	3.4 is average
FREE Rolls Royce Health Ins.	NO
COLA in CBA	NO
FREE Retiree Health INS**	NO
Retire with full benefits after 10yrs**	NO

To learn more about the NFT and negotiations go to: [www.neshaminytaxpayers.com](http://www.neshaminytaxpayers.com); [www.getrealneshaminy.com](http://www.getrealneshaminy.com); [www.nsdblogspot.com](http://www.nsdblogspot.com); Send questions to [Neshaminystudentsfirst@gmail.com](mailto:Neshaminystudentsfirst@gmail.com); [neshaminytaxpayers@gmail.com](mailto:neshaminytaxpayers@gmail.com) or [rwebb@Neshaminy.k12.pa.us](mailto:rwebb@Neshaminy.k12.pa.us). \*\*Questionable Retirement Side Letter from District in 2001: [www.neshaminytaxpayers.com/Early%20Retiree%20Letter%203-2-2001%20w-initials.pdf](http://www.neshaminytaxpayers.com/Early%20Retiree%20Letter%203-2-2001%20w-initials.pdf)

\*\*\*Sources: US Census; IRS; BLS; [www.nsdblogspot.com](http://www.nsdblogspot.com); PSSA & AYP [www.portal.state.pa.us/portal/server.pt/community/school\\_assessments/7442](http://www.portal.state.pa.us/portal/server.pt/community/school_assessments/7442) SAT & ACT

[www.portal.state.pa.us/portal/server.pt/community/data\\_and\\_statistics/7202/sat\\_and\\_act\\_scores/674663](http://www.portal.state.pa.us/portal/server.pt/community/data_and_statistics/7202/sat_and_act_scores/674663); Neshaminy District Business office

Paid for by TAXPAYERS FOR A FAIR NESHAMINY SCHOOL DISTRICT BUDGET