



Northgate School District

Administrative Center | 591 Union Avenue, Pittsburgh, PA 15202
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For Immediate Release

New Five Year Teacher Contract Approved

The Northgate Board of School Directors and the leadership of the Northgate Education Association are pleased to announce that both sides have agreed to a new five-year contract, effective July 1, 2020.

The new contract results in a median salary increase of 3.5% over five years. The percentage increase is distributed to the teachers based on a matrix, developed by the Northgate Education Association bargaining unit, that considers their level of education and years of service. The amounts are not evenly divided among the teachers.

A one-time early retirement incentive was offered to any teacher meeting the minimum age and service requirements and was willing to submit a non-revocable letter of retirement effective at the end of the 2019-20 school year. The teachers were offered a one-time payment of \$15,000 and \$50 per day up to 100 accrued sick days. This incentive also offers the continued health insurance option provided in the current contract.

There will be savings resulting from teachers at the top of the pay scale being replaced with teachers at the bottom of the scale. The reduction in salaries will result in a reduction of the district paid taxes and contributions. The largest of these is the PSERS contribution which is approximately 35% of each teacher's salary so a lowered salary will equal a lowered contribution by the district. After all retirement payouts and continued insurance, the District is projecting a savings of over 1 million dollars for the currently approved retirements over the life of the contract. A reduced retirement incentive contained in the contract, for years one, three, and five is anticipated to bring additional retirements over the life of the contract.

Employee contributions to health insurance were held steady from the current contract. There were no changes to the health and insurance benefit packages.

Under the current contract (at the time of negotiation), the median salary increase was 4.5%. The median increase in the new contract is 1.0% less than the previous contract, which recognizes the importance of financial responsibility for the District while retaining our ability to attract and retain the best teachers.

An additional benefit of the contract is the conversion of professional development hours previously divided across multiple days into a full day. This will allow the teachers and administrators additional time to work on educational initiatives that will directly impact student outcomes.

The contract recognizes and rewards the excellence of our teachers and is attentive to the fiscal realities of the District and its taxpayers. The preliminary audit for the 2018-19 school year indicates our



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projected deficit to be lower than expected. This agreement facilitates the District's ability to accurately forecast budgetary needs for compensation and provides peace of mind for staff, as our District continues to provide exemplary educational opportunities to our students.

Additional Information

What are the salary increases per year?

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|-----------|-----------------|
| \$262,514 | Year 1 Increase |
| \$418,998 | Year 2 Increase |
| \$373,317 | Year 3 Increase |
| \$259,469 | Year 4 Increase |
| \$275,412 | Year 5 Increase |

The total increase in salary for each of the years of the contract, after the retirements and based on the present staff. This amount is distributed to the teachers based on a matrix, developed by the Northgate Education Association bargaining unit, that considers their level of education and years of service. The amounts are not evenly divided among the teachers.