



SHIPPENSBURG AREA SCHOOL DISTRICT

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Statement from the Shippensburg Area Board of School Directors

After careful review, the Shippensburg Area School District Board of School Directors has informed the Shippensburg Area Education Association and the Pennsylvania Labor Relations Board of its decision to reject the non-binding Fact-Finding Report issued on December 1, 2025.

While the report offers compromise positions for both parties on several outstanding issues and provides a productive framework for continued discussion, the recommended average salary increase of 4.295 percent was ultimately determined to be unacceptable to the Board.

It is important to note that the Fact Finder adopted the District's most recent salary proposal, which was significantly higher than SAEA's last requested increase, without including the key health care concessions sought by the Board. These health care changes were viewed as essential to ensuring that the substantial salary increases recommended in the report would remain sustainable for the District.

The Board of School Directors remains committed to providing fair and competitive compensation and benefits for our professional staff in a manner that protects the long-term financial stability of the District in an increasingly uncertain economic environment.

The Board continues to be willing to meet and negotiate with SAEA and believes there is a path forward, using the Fact Finder's report as a tool to help guide ongoing discussions.

Sincerely,

Daren Donovan
President
SASD Board of School Directors