



SHIPPENSBURG AREA SCHOOL DISTRICT

317 N. Morris Street, Shippensburg PA 17257
717.530.2700 www.shipk12.org

Statement from the Shippensburg Area Board of School Directors

As many in our community are aware, the Shippensburg Area Board of School Directors and the Shippensburg Area Education Association (SAEA) have been engaged in ongoing negotiations beginning in January of 2025 for a new teacher contract. While meaningful progress has been made over the past several months, we regret to report that an agreement has not been finalized as of this date.

The Board's latest offer included:

An average annual salary increase of 4.295% over four years, dependent upon acceptance of a "spousal insurance carveout" (for employees whose spouses are offered health insurance through their employers). New money was also offered for sick leave payout incentives, personal day usage incentives, and retirement notification bonuses.

A "spousal carveout" means that if a teacher's spouse has access to health insurance through their own employer, they would be required to use that coverage rather than the district's plan. Most importantly, dependent children of SASD employees would continue to be covered under the District's health insurance plan, with no changes.

The purpose of the spousal carveout is to help the district offset rapidly rising healthcare costs, which have increased by 25% over the past two years. This provision would allow the District to redirect savings into the higher salary increases requested by the Association. It would also keep our teachers' pay competitive while protecting the long-term financial health of our schools.

The Board has worked to craft several proposals to reach a compromise agreement. Some of these proposals have offered higher salary increases in exchange for concessions on health care. The proposals from the Board are as follows.

4 Year Average Salary Increase	Increase to 5% Health Care Contribution	Spousal Insurance Carve Out
3.5%	None	No
3.6875%	None	No
3.74%	1.0%	No
3.8125%	None	New Hires Only
4.125%	None	Yes
4.295%	None	Yes



SHIPPENSBURG AREA SCHOOL DISTRICT

317 N. Morris Street, Shippensburg PA 17257
717.530.2700 www.shipk12.org

We want our community to understand that these proposals would keep Shippensburg teachers among the best compensated in our region. At the same time, they are designed to ensure that resources remain available to support the programs, staffing, and class sizes that directly impact your children's education.

The Board's responsibility is to strike a balance between valuing the work our teachers do, while also protecting taxpayers and safeguarding the long-term stability of our schools. We remain committed to negotiating in good faith, and our priority continues to be providing Shippensburg students with the high-quality education they deserve.

Thank you for your continued support and trust in the Shippensburg Area School District.

Sincerely,

Shippensburg Areas Board of School Directors